

## Kate Earle, Ph.D.

San Francisco, CA | 267-342-0526 | kate@earle.com

### BIOGRAPHY

I think of myself as a cultivator helping people, teams, and companies thrive. My work focuses on accelerating learning in organizational culture and individual employees, empowering both to enable the execution of business strategy

I do this by focusing on the intersection of organizational culture, the employee experience, and the role of learning. Within this space, I specialize in:

- *Data*: Employing data analytics to measure the current state, define a vision for a future state, and plan for how to close the gap.
- *Design*: Crafting experiences that engage, motivate, and empower people to be their best selves at work.
- *Execution*: Aligning people and resources to implement learning and change management strategies on time and in budget.



In 2002, I graduated from the University of Pennsylvania with my Ph.D. in adult learning. My dissertation examined issues of gender, identity, learning, and writing in academia. Since then, I have had the good fortune to build upon that foundational research as a practitioner with corporate clients. I have led strategic learning, performance, and organizational development initiatives in start-ups and Fortune 100 companies across diverse industries. Below are a few career highlights:

- Most recently I led the global workplace practice for Quiet Revolution, co-founded by Susan Cain, the New York Times best-selling author of *Quiet: The Power of Introverts in a World That Can't Stop Talking*. My clients included LinkedIn, Twilio, Thomson Reuters, NASA, P&G, GE, and Deloitte—companies committed to cultivating more inclusive workplaces.
- Prior to Quiet, I managed a learning and development consulting team that comprised the second largest practice area (\$3M+) for a \$19M+ firm specializing in benchmark and membership services in the life science industry. I was responsible for redesigning the go-to-market strategy, managing a team of full-time consultants, exceeding revenue targets, and designing high quality client experiences that provided our clients with practical insights for leading exceptional learning strategies in their organizations. Our clients included Merck, Bristol-Myers Squibb, and Genentech.
- Finally, I implemented a new learning strategy and sales methodology for a global distributor. After rolling out the strategy and methodology with 400 + leaders and sellers, the team achieved over \$6M in new and renewing business in the first quarter because of the new customer relationship and team selling skills they developed.

People who work with me will tell you I am thoughtful, creative, empathic, calm, diplomatic and kind.

When not focusing on making work better, I am having a grand time cultivating my two little ones, Viola and Henry, with my husband Sam and our dog Wally. We recently made the Bay Area our home and most weekends you can find us out on the trails.