



# KELLY BAUGHMAN

Leadership and Cultural Transformation Consultant

## OVERVIEW

Kelly Baughman is a dynamic catalyst. Her seasoned career on the front lines of business transformation has shaped successful adaptive action with her clients.

For 24 years through the building and leading of a successful Business Transition team, she worked within organizations to guide individuals and groups through change. Early in her career she managed the merger between Exxon and Mobil, a global real estate effort that affected tens of thousands of people. Since then, Kelly has guided several organizations through notable mergers, acquisitions, re-locations, and reorganizations. Recently, she led a 17,000-person workplace transformation in Charlotte, North Carolina.

Kelly's approach is equally empathetic and pragmatic. She helps people find their unique opportunity in change, she gives clarity to the decision-making process, and she brings complex efforts into focus. This experience has uniquely equipped her to build leaders and grow results through values-based leadership teaching, training and facilitation. She knows what works and that no one is inspired by "average"

Now more than ever, Kelly helps leaders articulate and align on a clear vision for the future. Skanska's leadership team recently challenged Kelly to help them re-calibrate after completing a successful project. Their high-performing team wanted to grow even stronger. Through a strategic storytelling workshop and the creative use of LEGO® SERIOUS PLAY®, Kelly led the group toward a collective definition of success. Reset and poised, they embarked on their next project with renewed confidence and purpose.

Kelly has conducted similar leadership exercises for Hines, ExxonMobil and other companies aiming to improve team synergy in this current era of exponential change. With eyes on execution and an ability to quickly find the pulse of an organization, Kelly is any executive team's best advisor. Kelly's high-achieving mindset drives her to seek the best solutions possible for all people within organizations facing change.

*"Goethe said, 'Dream no small dreams for they have no power to move the hearts of men.' I encourage business leaders to do the same. Then we work with their people to make those big dreams a success."*

## AREAS OF EXPERTISE

- Business Strategy and Growth
- Change Leadership and Change Management
- Culture of Innovation
- Decision Making, Delegation and Outcome Management
- Strategic Planning
- Executive Onboarding
- Facilitation of Team and Organizational Development
- Leadership Growth and Development
- Effective Communication and Feedback Culture
- Teamwork, Team Building and Trust

## CLIENT EXPERIENCE

Accenture • Dominion Energy • ExxonMobil • Chevron • Hewlett Packard Inc. Hewlett Packard Enterprise • ConocoPhillips • British Petroleum • CITGO • Rice University • University of Texas Medical Branch • City of Houston • Confidential Global Engineering Firm • Wells Fargo • United Rentals • LegalZoom

## EDUCATION

- Bachelor of Business Administration – University of Houston
- AAS Associate Applied Science

## CERTIFICATIONS

- Certified Cultural Transformation Tool™ Facilitator and Consultant (Barrett Values Center)
- Certified Change Management Professional and Change Management Train-the-Trainer Leader (Prosci)
- Certified LEGO® Serious Play® Facilitator
- Certified John Maxwell Team Member
- Certified John Maxwell Coach
- Certified Maxwell DISC Trainer and Consultant
- Certified AJ & Smarts Master Workshop Facilitator
- Lean Six Sigma – Green Belt Trained

