



Executive Team Accelerator™

Strategic Leadership Team Effectiveness & Transformation

Strengthening executive alignment, trust, decision quality, strategic execution, and organizational effectiveness during periods of growth, transformation, and complexity.



EXECUTIVE SUMMARY

ENGAGEMENT OVERVIEW

Executive Team Accelerator™ is a highly customized engagement designed for executive leadership teams navigating significant organizational priorities.

Unlike traditional leadership development programs, this experience integrates executive assessment, individual coaching, leadership team development, and organizational consulting to improve how senior leaders work together and drive results.

The engagement supports leadership teams facing:

- Organizational transformation
- Rapid growth
- Succession transitions
- Mergers and acquisitions
- IPO preparation
- Strategic realignment
- Culture change initiatives

The focus is not simply individual leadership growth.

The focus is improving collective leadership effectiveness and organizational performance.

ENGAGEMENT PATHWAYS

- **Executive Assessment**

Comprehensive assessment of individual executives and collective leadership team dynamics, decision-making patterns, and strategic alignment.

- **Individual Executive Coaching**

One-on-one coaching supporting self-awareness, influence, communication, and leadership effectiveness within the team context.

- **Leadership Team Development**

Facilitated team sessions focused on alignment, trust, collaboration, and decision quality.

- **Strategic Advisory Support**

Consulting support during major organizational transitions, including growth initiatives, succession planning, M&A integration, and IPO readiness.

- **Custom Organizational Solutions**

Tailored engagement architectures designed to meet your organization's unique strategic and cultural context.

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Five-Stage Methodology

A proven, evidence-based approach to strengthening executive team effectiveness and organizational performance.

ASSESS
01 Executive team assessment and organizational discovery.

ALIGN
02 Shared priorities, strategic clarity, and leadership expectations.

DEVELOP
03 Executive coaching and leadership team effectiveness.

EXECUTE
04 Application to strategic business priorities.

SUSTAIN
05 Long-term team effectiveness and organizational impact.

Engagement Architecture

Four integrated streams designed to strengthen executive team effectiveness and organizational performance.

01

Executive Assessment

Assessment of individual executives and collective leadership team dynamics.

02

Individual Executive Coaching

One-on-one coaching supporting self-awareness, influence, communication, and leadership effectiveness.

03

Leadership Team Development

Facilitated team sessions focused on alignment, trust, collaboration, and decision quality.

04

Strategic Advisory Support

Consulting support during major organizational transitions, including growth initiatives, succession planning, M&A integration, executive onboarding, and IPO readiness.

Team Effectiveness Assessment

A multi-level assessment approach examining individual leaders, leadership team dynamics, and organizational context.

Executive Team Effectiveness Assessment

Comprehensive evaluation of how the leadership team functions collectively, including decision-making, alignment, trust, and collaboration patterns.

360 & Strategic Alignment Review

360 delivered to key stakeholders, combined with a review of strategic priorities to understand alignment gaps and organizational context.

Leadership Team Dynamics & Organizational Context

Analysis of leadership team dynamics and broader organizational factors. Individual Leaders + Leadership Team + Organization = Collective Effectiveness.



Organizational Impact

Measurable outcomes from strengthening executive team effectiveness and organizational performance.



Executive Alignment

Stronger alignment across the executive team on strategic priorities and organizational direction.



Decision Quality

Faster, higher-quality decisions with greater clarity and collective accountability.



Strategic Execution

Improved execution of strategic priorities through enhanced cross-functional collaboration.

IMPACT AREAS

- Stronger executive alignment on strategic priorities and organizational direction
- Faster and higher-quality decisions with greater collective accountability
- Improved cross-functional collaboration and reduced silos
- Increased accountability, leadership trust, and organizational agility
- Enhanced organizational agility and adaptability to change
- Improved execution of strategic priorities across the enterprise
- Greater leadership trust and psychological safety within the executive team

Karyn Edwards, PhD

Organizational Consulting Psychologist | Founder, Abloom Consulting

PROFESSIONAL BIOGRAPHY

Dr. Karyn Edwards is an organizational consulting psychologist whose work integrates three complementary perspectives: organizational science, coaching mastery, and applied psychology. Over her 25+ year career, she has held senior leadership roles across multiple industries before founding Abloom Consulting, where she partners with executives, teams, and organizations to elevate leadership effectiveness, strengthen talent systems, and accelerate leader readiness.

Her approach blends evidence-based methodology with practical, executive-level insight to help leaders increase strategic clarity, strengthen communication, and drive measurable performance outcomes. Karyn holds a PhD in Industrial and Organizational Psychology and brings extensive expertise in executive coaching, leadership development, talent assessment, and organizational behavior.



CREDENTIALS & AFFILIATIONS

PhD, Industrial & Organizational Psychology
Master's in Organizational Management
Certified Professional & Executive Coach (UT Dallas)
ICF Member - International Coaching Federation
Member - American Psychological Association (APA)
Member - APA Division 13: Society of Consulting Psychology

MEMBERSHIPS



Begin the Conversation

We welcome the opportunity to discuss how a tailored leadership development engagement could accelerate your organization's strategic priorities.

Karyn Edwards, PhD

Organizational Consulting Psychologist

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01

Discovery

Conversation to understand strategic context

02

Proposal

Tailored scope and engagement design

03

Diagnostic

Assessment and stakeholder alignment

04

Implementation

Program design and launch planning