



Senior Leader Accelerator™ Overview

Eight-Month Executive Development Experience



Strategic Overview

An eight-month executive development experience for senior leaders navigating complexity, influence, and enterprise-level decision making.

IDEAL PARTICIPANTS

The Senior Leader Accelerator™ is designed for experienced leaders facing increasing complexity, scale, and strategic demands who need to elevate enterprise leadership capability.

- Senior leaders with enterprise scope
- Leaders navigating increasing complexity and scale
- Executives preparing for enterprise-level responsibility
- Senior leaders driving organizational transformation

COACHING INTEGRATION

Executive coaching with an organizational psychologist supports application of insights, navigation of complexity, and sustained behavioral change.

- Bi-weekly executive coaching
- Executive stakeholder alignment
- Enterprise impact focus
- Strategic decision support

Five-Stage Methodology

A proven, evidence-based approach to accelerating executive leadership capability.

- O1

ASSESS

Comprehensive assessment of current leadership capability and organizational context.
- O2

DESIGN

Tailored development architecture aligned to strategic priorities.
- O3

DEVELOP

Targeted interventions combining coaching, experiential learning, and peer exchange.
- O4

DEPLOY

Structured implementation with clear milestones and accountability frameworks.
- O5

SUSTAIN

Ongoing reinforcement, measurement, and continuous improvement.

Program Architecture

Four integrated development streams building enterprise-level leadership capability.

01

Enterprise Leadership

Building the mindset and capability to lead beyond functional boundaries—driving enterprise-wide value, aligning teams to organizational strategy, and making decisions with full-system awareness.

02

Strategic Influence

Developing the ability to shape decisions, build coalitions, and mobilize stakeholders across the organization through credibility, communication, and political acumen.

03

Executive Presence

Cultivating the gravitas, confidence, and communication clarity that signal readiness for senior leadership and inspire trust at every level.

04

Organizational Change Leadership

Equipping leaders to architect, champion, and sustain large-scale change initiatives that deliver measurable business outcomes.

Assessments

Validated diagnostic tools providing actionable insight into leadership capability, personality, and interpersonal effectiveness.

Hogan Assessments

Validated leadership assessments measuring strengths, derailers, and core values. Provides insight into how leaders perform under pressure and what drives their decision-making.

EQ-i 2.0 (Emotional Intelligence)

Measures emotional and social functioning across five composite scales. Identifies how leaders perceive, express, and regulate emotions to navigate complex interpersonal dynamics effectively.

TKI (Conflict Style)

Assesses preferred conflict-handling modes across five styles. Helps leaders understand their default approach and develop flexibility to manage disagreement productively across stakeholder groups.

360-Degree Feedback

Multi-rater assessment capturing perspectives from direct reports, peers, and senior stakeholders. Surfaces blind spots, validates strengths, and establishes a baseline for targeted development.

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