



**Kathy Molloy, M.A., M.B.A.**  
**Principal, ChangeWorks International**

---

Kathy Molloy consults to leaders in a range of industries, helping them develop businesses and non-profits that thrive and sustain themselves in the global economy. An anthropologist with extensive business experience, Kathy brings a unique perspective to organization design, executive coaching and development, and globalization. Her strength lies in helping clients make strategic, cultural, leadership and structural shifts to support new socio-economic demands.

A skilled designer, coach and facilitator, her clients range from Fortune 100 manufacturing and financial services corporations, to start-up businesses and new ventures, top consulting firms, technology firms, universities, non-profit organizations, pharmaceuticals and biotechs.

Prior to founding ChangeWorks International, Kathy held a number of strategic human resource consulting and leadership roles in domestic in a global financial services firm. She began her career consulting to non-profit, government and R&D organizations, applying ethnographic approaches to organizational research and development.

Kathy's writing on organization change, globalization, organization design and leadership has appeared in a number of well-known journals. She serves on the Editorial Board of *People & Strategy*, and recently co-edited an HRPS *People & Strategy* Journal special edition (January, 2011) *Leading in a Time of Uncertainty*.

Kathy served as an Organization Design Forum Board officer leading strategic initiatives for over 10 years and continues to play an active role in ODF. Kathy has co-designed and co-facilitated the *7-Step Workshop* for various ODF venues, as part of an effort to expand the field of effective organization design practitioners.

Kathy received a B.A. from Boston University, an M.A. in Social-Cultural Anthropology from Duke University, and an M.B.A. from the University of Connecticut.