

P&L LEADERSHIP ACCELERATOR PROGRAM  
MEET THE SPEAKERS

# Kimberly Bishop

## Co-CEO, Kinetic Leaders

Kimberly Bishop is an experienced C-suite executive and expert advisor with over 25 years of business leadership experience. She is the Co-CEO of Kinetic Leaders a global strategy innovation and search firm whose foundation is in Inclusiveness, Equity, and Sustainability.

She has worked with companies from start-ups to large multinational corporations. Kim has deep knowledge of both emerging and seasoned talent and has worked executives across industries and around the world. Clients say her down-to-earth manner, reputation for identifying star talent and proven track record make her their go-to advisor for board director recruiting, key executive hiring projects, and strategic talent planning and advising.

A former business operator, Kim was Executive Vice President at First Data Corporation, rising through the ranks from an entry-level call center position to become the youngest person to serve on the company's Leadership Team overseeing its \$2b card division and 8,000 employees. Her career transition to search began as Managing Director with Korn/Ferry International followed by Vice Chair of a national executive search firm. In 2009, she founded her own firm and then was Chair of Advisory Board and Managing Partner of a global search and consulting firm.

Kim is passionate and committed to advancing inclusion and diversity in business. She is a member of the International Women's Forum, Paradigm 4 Parity, and C200, an invitation-only membership organization including more than 500 of the world's most successful female corporate executives and entrepreneurs.

Kim is Chair of the Board of Directors of Shawmut Design and Construction, a \$1.5b national construction management firm, where she is a member of the Audit and Compensation Committees. She is also member of the Board of Starlight Building Services, and formerly Advisory Board Member to Hitch Works, Inc and to Avrio AI Inc. She is also a member of NACD. Kim received the Girl Scouts Woman of Distinction Award and was a recipient of the New York Women's Agenda STAR Award for her contributions to women and children.

As a speaker, Kim has lectured at Harvard, Columbia and Barnard College and has addressed numerous professional organizations and conferences. She is a media source, appearing on major television networks and being quoted in top-tier news outlets and publications on leadership, diversity and talent trends. She received a Bachelor of Science in Organizational Communications and a Master of Arts in Leadership, both from Bellevue University.



# Linda C. Coughlin

## Founder & President, Great Circle Associates

Lin Coughlin is President and Founder of Great Circle Associates, providing interim executive and strategic advisory services to leaders who need to envision transformative strategies and plan for and implement those strategies. She also coaches executives who are at inflection points in their careers, e.g., new CEO's; executives who have been assigned to lead a major change initiative, executives who are planning for an exit; leaders who are transitioning from the C-Suite to new chapters in their lives, etc. A former operating executive and general manager at global organizations, she has extensive experience serving on and chairing boards of for-profit and not-for-profit organizations.

Lin is a collaborative, results driven consensus builder, innovator and thought leader in complex high stakes situations. Her executive coaching services take advantage of her formidable experience leading the design and implementation of transformational initiatives in all types of economic and competitive environments throughout her career at American Express Company, Citibank, Scudder Investments, Linkage, Inc. and Cendant Corporation, and, more recently, in collaboration with clients in the healthcare, healthcare technology, financial services, heavy manufacturing and professional services industries.

She is known for her 'just-in-time' strategic investments into the development and advancement of the leaders for whom the achievement of breakthrough results are most at stake, generating high ROI's and dramatic gains in efficiency, leadership effectiveness, productivity and innovation. Her coaching approach involves the articulation of specific leadership development objectives that are implemented in support of the execution of key strategic priorities – aimed at exceeding expectations.

Lin serves on the board of C200, an invitation only membership organization of the world's leading female operating executives. She is a member of The Women's Policy Group at The Council on Foreign Relations and The Economic Club of New York. Lin is a published author and speaker on the operating and organizational imperatives to driving change at core, and the role leaders can, do and need to play. She is a former professional equestrian and marathon runner.



# Will Foussier

## Founder & CEO, AceUp

Will Guillaume Foussier is the Founder & CEO of AceUp. His belief that we can do well by doing good fuels his passion for empowering others through science-based, data-backed leadership development coaching at scale. A Harvard University graduate, TechStars, and Forbes 30 Under 30 alumni, Will has a background in social impact investment and finance.

He founded AceUp out of the Harvard Innovation Labs after his own transformational experience with executive coaching to democratize it and make it more accessible, scalable, and measurable for all. Since its launch in 2017, AceUp has raised more than \$20 million and has been deployed in more than 50 organizations including LVMH, L'Oreal, BNP, Sanofi, John Deere, Tripadvisor Group, and many others.

Will is also a member of Marshall Goldsmith 100, a community of the world's leading executive coaches and top business thinkers with the common purpose of building better leaders, and a Strategic Advisor at the Institute of Coaching, affiliated with Harvard Medical School.

Will works with business and HR leaders all around the world to create cultures of coaching that unleash individuals, teams, and organizations' full potential, and that drive systemic change within organizations toward common purpose, values, and goals.





# Kristen Howe

## Chief Product Officer, Linkage

Kristen Howe is the Chief Product Officer at Linkage, a SHRM company, where she oversees Product Management and Product Development. She has over 20 years of experience building and leading businesses in the leadership and development space, with a focus on leadership development, sales, coaching and facilitation.

Kristen is passionate about building products that foster inclusive behavior, positive corporate performance and business outcomes. She strives to create products that help global organizations develop key segments of their business, in both live settings and through digital platforms. She empowers teams by developing smart and efficient processes designed to utilize the individual skills of every team member, all while optimizing overall performance.

Kristen is a highly sought-after leadership consultant and speaker, with a deep expertise in Advancing Women Leaders and Inclusive Leadership. She has delivered programs and keynotes to thousands of leaders globally at organizations such as the Chief HR Officer Exchange, The Chief Learning Officer Exchange, Constellation Brands, The Tata Group, Western Union, and Texas Instruments, among others. She is also an emcee at Linkage's Women in Leadership Institute™, an immersive experience which attracts more than 3,000 women leaders across the globe each year.

Prior to joining Linkage, Kristen spent the last decade growing businesses within Corporate Executive Board (CEB), now Gartner. During her time there, she led multiple teams across the Talent Solutions business, focusing on conceptualizing, building, selling and delivering talent solutions based on CEB data. She also ran CEB's Leadership Academies business, which developed more than 30,000 professionals at 2,100 companies throughout 50 countries; Kristen was consistently recognized as one of the top managers and coaches across the entire firm.

Kristen previously served in a variety of roles including global facilitator, consultant and engineer. She has a Master of Business Administration from the Southern Methodist University in Dallas, TX, and an undergraduate degree in mechanical engineering from North Carolina State University.



# Lwane Murphy

## Global Account Manager, AceUp

Lwane Murphy is a Global Account Manager at AceUp with a background in accounting and finance, as well as deep experience in working with Learning & Development executives. She builds strong partnerships with clients to focus on transformational leadership development to drive organizational impact in order to cultivate expansive executive leadership.





# Sandra Quince

## CEO, Paradigm For Parity

Sandra Quince is the Chief Executive Officer responsible for leading all elements of P4P's strategic plan, financial, programmatic, and operational performance of the organization. She works with the coalition's co-chairs and Board of Directors to oversee and execute the organization's strategic vision and growth plan.

Prior to this role, Sandra was the Diversity & Inclusion Executive supporting the CEO and Chief Diversity Officer in delivering the global D&I strategy. Sandra's work focused on growing diverse representation of the workforce, promoting an inclusive workplace where all employees can achieve their goals and meet the needs of customers. Sandra was also the head of D&I for the bank's Global Human Resources, an organization of over 2500 employees.

Sandra's role with Bank of America included serving as the Human Resources Leader for Oklahoma, responsible for driving employee engagement, retention and talent management for the Tulsa and Oklahoma City markets.

Sandra has over 15 years of experience in Human Resources where she has driven work efforts in the areas of diversity and inclusion, talent management and development and learning across multiple organizations and industries.

Sandra was selected as one of fifty Black women for the Goldman Sachs One Million Black Women Impact Grant. She was featured as one of this year's Inspirational D&I Leaders of 2022 and named one of Diversity Woman Elite 100 Black Women Leaders Class of 2022. Sandra was also one of Oklahoma's The Journal Record's 50 Making a Difference list of honorees for 2021.

Sandra serves the community through her contributions to the executive committee and board for Family & Children's Services, a leading provider of behavioral health care and family services in Tulsa; Chair of the Black Women Business Owners of America board, a business association that supports African American women business owners, entrepreneurs, and start-up foundations across the country; Sandra is a member of the Greenwood Rising inaugural board dedicated to educating Oklahomans and Americans about the 1921 Tulsa Race Massacre and its impact on the state and nation. She is also a board member with the African American Leadership Academy an organization that strives to expand the number of African American Leaders in Tulsa who excel in their professions, engage in their community, and encourage the development of upcoming leaders through programming. Sandra is an associate of Jack and Jill of America, Inc. and member of Delta Sigma Theta Sorority, Inc. Sandra is a graduate of Florida State University and is married to Alexander Quince; the couple have a son, Kaleb.

