



Katherine Holt, Ph.D.

Peakinsight LLC

Katherine Holt provides global talent management and leadership development consulting. She works with clients to identify changing role requirements and strategic competencies for upgrading current and future talent. She helps companies revamp competency models and design new approaches for dealing with global complexity, paradoxes and multicultural effectiveness – along with tools for assessing and developing people in different cultures. She serves as an outsourcing liaison, facilitating the smooth integration of services from multiple global vendors.

Transformational coaching is one of her specialties – working with global executives to leverage their “being” dimension and unique skills to achieve breakthrough possibilities for themselves and their businesses. Katherine designs programs to develop leaders who will grow healthy and sustainable organizations as well as high performing ones. With her passion for innovation, she helps leaders shift their cultures and enhance innovation in teams. She challenges clients to take a systemic view of change, build relationships with diverse stakeholders and engage everyone in addressing key challenges. Her collaborative learning approach stimulates awareness about new possibilities.

Prior to establishing her own firm in 2000, Katherine worked for Personnel Decisions International (PDI) – where she was chief architect for The PROFILOR® family of 360 tools and started their offices in Asia. She has coached executives and consulted with global corporations for the past 20 years, particularly those in high-tech, pharma and financial services. She has provided assessment, coaching, team facilitation, training and/or supplied coaches for firms such as Agilent Technologies, Apple, BlackRock, BMW, Diageo, Donaldson, Equity One, Gap, Hill’s Pet Nutrition, HP, Microsoft, PRTM, St. Jude Medical, and 3M.

Asia-Pacific is a niche practice area for Katherine. She managed PDI Japan while doing executive coaching and talent management consulting throughout Asia-Pacific from 1993-2000. She now commutes between California, Japan, and China – where she continues to coach local nationals, support the on-boarding of expatriates, facilitate the development of cross-cultural teams, and assist companies to acquire and develop the talent they need to succeed in new markets.

Dr. Holt received her Ph.D. in Industrial Relations from the Carlson School of Management at the University of Minnesota. She is certified in a variety of tools including Cultural Intelligence (CQ), Global Competencies Inventory (GCI), Global Mindset Inventory (GMI), and Hogan Leadership Forecast Series. Her article on “Global Leadership: A Developmental Shift for Everyone” will appear in the June 2012 issue of SIOP’s *IOP* journal. She volunteers as a vision mentor in the World Pulse “Voices of Our Future” program.

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