

Dr. Shahrzad Nooravi, PsyD, CEO + Founder

I am an organizational psychologist, master coach, speaker and author who specializes in partnering with leaders to help them create engaging, innovative and productive cultures. My mission is to help individuals, teams and organizations lead in an empowering, bold and inspiring way so that their **Strategy Meets Performance**.



What I Believe, Empower and Transform

I **believe** we can be the change we want to see in the world. I have lived this in my personal, professional and community life and help my clients achieve the same.

I **empower** leaders to celebrate their strengths and successes, share their voices and work on what may be holding them back from tapping into their deepest potential.

I **transform** the leadership of individuals, teams and company cultures. Whether you are a CEO, member of the executive team, a director or a new manager, I will help you lead in a way that is authentic, courageous, inclusive, engaging and helps bring out the best in your people. I will be your support on your journey of growth and your inspiration. I will also be a mirror who will share observations on your mindsets and actions.

Outcomes

- A clear view of the existing culture
- A well-defined strategy, vision and values and a plan for “living” these and connecting them throughout the company
- Confident leaders with energy and focus to grow teams and the company culture
- Teams who take risks to have critical conversations which result in better decisions and outcomes
- Goals, accountabilities and career paths that result in engaged employees who know what is expected of them and how they can get there
- Succession planning that enables leaders to staff and develop employees for the current and future strategy of the company



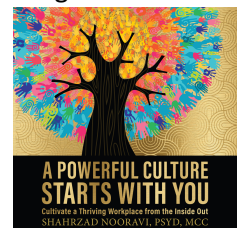
Executive Team Development

I will support you in transforming your executive team so members are aligned, feel safe to communicate their truths with courage and confidence and create a productive path forward with the right vision, values and goals.

Speaking, Group Coaching & Learning Workshops

Dr. Nooravi facilitates learning through talks, workshops, group coaching and retreats on management topics including:

- WATCH IT to Examine your Culture
- DRIVE IT™ to Create a Coaching Culture
- WALK IT™ to Align your Senior Team
- Resilience and Mindfulness
- Refining your Vision, Values and Goals



Affiliations and Training

- Doctorate of Psychology in Organization Development
- International Coach Federation (ICF) Certified Coach, MCC
- Instructor at San Diego State's *Department of Extended Learning*



Community Work and Acknowledgements

- “Citizen of the Year” and “A Voice to Listen to” for community development and creating resident pedestrian safety
- Volunteer for *Just in Time*, an organization that helps support, educate and inspire youth as they transition out of foster care
- Past President, *International Coach Federation*, San Diego
- Author of *A Powerful Culture Starts with You*

“Let the waters settle and you will see the moon and the stars in your own being.” Rumi

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