



Kelly Kinnebrew, PhD

Executive and Team Coach

Kelly Kinnebrew is an organizational psychologist with 30 years of experience in executive assessment, leadership development, and generational differences in the workplace. She consults across industries, focusing on financial services, healthcare, and tech, and leads an AI startup. Active in Colorado AI legislation, Kelly holds a PhD from the University of Denver and lives in Boulder, CO.

Background and Experience

Kelly is an organizational and clinically trained psychologist with more than three decades of experience. She specializes in executive assessment, leadership development, and private equity value capture. She has worked with organizations like Oracle, PwC, Center for Creative Leadership, and Dartmouth Health, focusing on cross-border dynamics, generational workforces, and complex teaming issues.

An active participant in AI legislation in Colorado and founder of an AI startup, she has consulted across a wide range of industries, with a focus on financial services, healthcare and tech. Kelly is also faculty with University of Denver's Transportation and Supply Chain Institute, a well-recognized master's degree program. She is a recognized speaker and published expert, holding a PhD in clinical and organizational psychology from the University of Denver.

Kelly lives in Boulder, CO where in her time off she can be found on two wheels, skis, or on water with dog in tow.

Coaching Approach

Kelly's coaching approach draws heavily from applied psychology, organizational and leadership research, and pragmatic just-in-time approaches to facilitate self- and other-insight and action. Her clients are top of their profession which translates to a high bar and fast developmental approach. Leadership needs often arise between formal sessions, so she offers ad hoc coaching meetings, a highly valued approach by her clients. If formal assessment is needed, she is an expert with a range of tools to support the work. Kelly is trained in several coaching methodologies including Center for Creative Leadership's coaching model (and she was also program faculty training hundreds of coaches and leaders in the model), New Ventures West Experienced Psychologist Coaching Certification, and enneagram infused development models.

Example of Recent Coaching Assignments

- Chief Financial Officer (Financial Services): Succession prep for CEO role
- Managing Director (Financial Services): Leading AI initiative successfully
- Division Director (Financial Services): Establishing new line of business in US market
- Head of Neurology (Healthcare): Transition into expanded role and leadership of new team
- Head of HR and OD (Manufacturing): Building internal leadership and team development programs
- Executive Team (Oil and Gas): Aggressive new project timeline prompting in-depth team development work
- Chief Executive Officer (Healthcare non-profit): CEO selection project and follow-on coaching for new leader and her team
- Head of Organizational Development (Healthcare): Culture assessment to drive strategy change

Education

BBA business and marketing

MS clinical psychology

PhD clinical and organizational psychology

