



Kathi Crawford is the CEO of People Possibilities, providing business services and strategic solutions based on a “people” focused approach. She understands regardless of the industry or business type, organizational and financial performance is directly tied to how effectively you engage your workforce.



Working closely with business owners and executives as a trusted strategic partner, Kathi has successfully helped small to medium-sized businesses navigate the transitions involved in change. She effectively guides leaders and teams through challenges like growth and changing market conditions, startup operations, succession planning, and exiting the business – all of which have a critical people element.

As an expert in organizational development, Kathi utilizes a holistic and multi-disciplinary approach with strategic and behavioral tools. After reviewing the business process, workflow, culture, and talent, she identifies the obstacles and gaps and provides a range of “smart” solutions generating measurable results. Kathi understands in today’s world, companies need to adapt quickly, and her recommendations can immediately impact performance and the bottom line. She is there when you need her and maintains an “on-call” relationship with her clients.

Kathi’s extensive business background combined with experience as a professional coach enables her to provide unparalleled expertise and unique insights. Her clients often comment about her quick grasp of their business situation, challenges, and motivations to help facilitate a productive dialogue that moves them forward. The cornerstone of Kathi’s success is her ability to ask the right questions relevant to business needs consistently pinpointing obstacles and effecting positive change.

Kathi has designed and delivered multiple leadership development programs customized to leadership challenges in a variety of industries and for all levels of leadership in an organization. She was the program designer and facilitator for the Leadership Certificate Program at the University of Houston, a program for emerging and experienced leaders wanting to learn how to leverage their innate leadership styles, develop emotional intelligence, and effectively develop and enable a high-performance team.

Project Expertise

- Executive and Career Coaching
- Selection and Leadership Development Assessments including 360 Evaluation
- Succession Planning and Organizational Development
- Team Building and Facilitation
- Development and Delivery of Training Programs

Education

- M.S., Human Resource Management, Houston Christian University, Houston, Texas
- B.B.A., Economics Kent State University, Kent, Ohio

Certifications

- Master Coach, International Association of Coaching (IAC)
- SPHR, Senior Professional Human Resources, Human Resources Certification Institute (HRCI)
- Senior Certified Birkman™ Consultant
- DDI Targeted Selection™ Program Facilitator
- World Leader - The World Inside You® Program Facilitator, People Possibilities, LLC
- Cycle One: Personal Power & Wholeness Certification, Lightyear Leadership (www.lightyearleadership.com)