

## Kevin J. LeGrand, PhD



Kevin J. LeGrand, PhD, has a successful and long history aiding corporations, non-profits, and government agencies with systematic, proven approaches to improve governance capability and capacity, executive leadership, performance assessment, succession planning, strategy development, and organizational alignment. Primarily advising the boards of healthcare and education systems in recent years, Kevin has designed and executed robust processes and tools to assess boards, board members, and CEOs in addition to facilitating discussions of potential mergers and acquisitions. Frequently called upon by boards grappling with ineffectiveness or loss of public confidence, Kevin has explored poor practices and improprieties to identify underlying factors. He works with clients to rebuild public trust, strengthen policies, and establish practices for future board development. Elected as board leader by members of a factionalized non-profit, Kevin has a unique appreciation of the challenges of both board and executive leadership roles.

Kevin has worked with boards and executive leaders of regional healthcare providers as well as multi-billion dollar healthcare systems. Outside his work in the healthcare industry, Kevin has worked with a cabinet-level department of the U.S. Government and several organizations in the for-profit sector all with optimal, effective, and efficient results translating to more effective boards, standards, operations, and policies.

As an organizational psychologist, Kevin has investigated correlations between motivational priorities and leadership. His scholarly interests include effective governance, leader development, executive competencies, and succession planning. Kevin has taught graduate studies in organizational development at Washington, DC area universities. He is also a published authority in board education, leadership, and development.

### Education

Fielding Graduate University

PhD, Human and Organization Systems

MA, Human Development

Georgetown University

Certificate, Organization Development and Change Management

The Wharton School

MBA, Master of Business Administration, Finance, "Distinguished"

Washington University

MS, Computer Science

Southeast Missouri State University

BS, Computer Science