

# Traci Clayton, Ph.D.

Chief Executive Development Officer



## Overview



Dr. Traci Clayton is an author, speaker, trusted leadership advisor and seasoned executive consultant in Nashville, TN. She works around the globe with leaders in all industries, including extensive work at the CEO, Board and Executive Team level. Read about her passion for our future in her upcoming book on transforming the culture of healthcare.

Traci is known for her deep insights, bringing together outside-in and inside-out perspectives to solve some of healthcare's toughest leadership and culture challenges.

Through speaking events and consulting engagements, she has advised executives from some of the world's top organizations, including many of the Fortune 500. Her work includes Strategic Leadership Development, Executive Team Development, Executive Coaching, Organizational Culture Change, Leadership for the Top 100 and Leadership Transformation.

Dr. Clayton certainly has an insider's perspective on the challenges of being a clinician - she was a provider in multiple hospital systems, academic medical centers and private practice. Dr. Clayton's significant early career **INSIDE** healthcare (as a nursing technician, clinical psychologist, medical school faculty, private practitioner and staff provider) afforded her ample opportunity to view healthcare from inside dozens of medical institutions across the US. Traci made a bold move in leaving healthcare for a number of years before returning as a consultant.

Traci spent her mid-career **OUTSIDE** of healthcare as a global Leadership and Organization Development consultant to a wide variety of other industries, including consumer business, technology, professional services, manufacturing and finance. She became an expert and senior leader in several global consultancies. The perspective she gained from many years away from US healthcare was invaluable for highlighting many leadership best practices missing from healthcare. Since returning as an executive consultant to healthcare over 15 years ago, she uses multiple perspectives from inside and outside to help her clients transform.

Dr. Clayton's clients love her authentic, approachable manner and her courage to stand alongside them to unpack tough issues and find a successful path through. She has a unique ability to quickly assess the leadership climate of an organization and bring strategic insights to help leaders transform cultures, engage employees and deliver exceptional business results.

Traci's executive roles and experience include North American Managing Principal for a leading global talent consultancy, VP of Talent Management, university faculty (MBA and PhD), med school faculty, expert witness, clinical psychologist, nursing technician and mom extraordinaire.

Dr. Clayton has worked in the US and globally with Right Management, Center for Creative Leadership, Deloitte Consulting, the BB&T Leadership Institute and more. She published her research through the School of Medicine at The Ohio State University as an undergraduate, completed a doctoral internship at Vanderbilt University, received a PhD in Clinical Psychology from the University of Tennessee and completed her postdoc at St. Mary's University in San Antonio, Texas.

### **Traci Clayton in 5 words**

A leader's impact can be measured by gathering input from a variety of people. Here's the targeted, no-nonsense approach to Traci's own feedback. A handful of clients, colleagues and personal contacts were asked to send 5 words that best describe her. Here is how they described Traci: Insightful, Perceptive, Intelligent, Authentic, Honest, Logical, Discerning, Analytical, Critical Thinker, Approachable, Genuine, Unbiased, Open-Minded, Compassionate, Caring, Collaborative, Confident, Well-spoken, Dependable, Diligent, Courageous.

### **Clients**

While Dr. Clayton's client list from the last two decades is extensive, these stand out for meaningful work she designed and delivered which improved leader capability and delivered organizational results:

- Apple (technology)
- Boston Scientific (medical device manufacturing)
- Children's Hospital of Colorado (healthcare)
- Children's Hospital & Medical Center, Omaha (healthcare)
- Cincinnati Children's Medical Center (healthcare)
- City of Denver & Denver International Airport (government & aviation)
- Deloitte (financial services)
- Pfizer (pharmaceuticals)
- Presbyterian/St. Luke's Hospital (HCA), Denver (healthcare)
- Procter and Gamble (consumer business)
- Rocky Mountain Hospital for Children (HCA) (healthcare)
- Emory/St. Joseph's Hospital, Atlanta (healthcare)
- ThedaCare Medical Center, Wisconsin (healthcare)

### **Education:**

- B.A., The Ohio State University
- Ph.D., The University of Tennessee