



Inspiring 1 Billion to Transform How We Lead, Work, and Thrive in the Age of AI – And I’m Just Getting Started

For 20 years, I worked inside large organizations: Booz Allen, Deloitte, the World Bank, and Orange, primarily leading strategy and partnerships in Brazil, Russia, India, China, Europe and beyond. Across cultures, I observed the same leadership and team challenges that blocked collaboration and innovation.

In 2004, everything changed. A car accident in Siberia left me in the hospital for three months and recovering at home for three more. Confronting the fragility of life, I felt an urgent call to do what mattered to me, not just what was expected. I quit my job, completed my coaching education, and moved from Paris to San Francisco for a fresh start.

Back then, it was still possible to walk into organizations in the Silicon Valley and strike up conversations with executives or staff. I did just that, and soon I was coaching leaders and teams and teaching leadership at UC Berkeley Extension. Much of my work unfolded in fast-paced workplaces steeped in tension, bullying, and conflict. Over time, a pattern emerged where people saw each other as titles and job functions. When their expectations weren’t met, they’d criticize, judge, and blame, reinforcing distrust and spiraling into cynicism and powerlessness.

I knew workplaces could be different. So I developed Human-Centric Leading (HCL) as an antidote to recurring leadership and team challenges. HCL is a mindset, a set of tools, and a suite of metrics born from the workplace realities I observed. Too often, people are treated as doers, workers, replaceable cogs in a wheel. This drives a self-preservation instinct, when people protect their jobs instead of free to contribute what they know is needed. It’s not individual; it’s systemic.

HCL is a bridge to unlearn inherited mindsets and work structures that limit what’s possible, and design ones where people thrive.

After years of working with leaders and teams, I set an audacious goal:

**To inspire 1B people by 2035 with Human-Centric Leading to transform
how we lead, work and thrive in the age of AI.**

To support this mission, I’ve published five Human-Centric Leading Toolkits, a *Toxic to Thriving Workplaces Manual*, and an upcoming book, *Reclaiming Our Humanity in the Workplace*. I continue to evolve HCL while coaching, teaching, and speaking, because transforming workplaces is not only possible, it’s essential. And it begins with a single mindset shift.