

# PARADOX™

## STRATEGIES

Creating **agile**, **innovative**, and **inclusive** organizations

www.paradoxstrategies.com  
info@paradoxstrategies.com  
617.939.0055



We empower leaders everywhere to **unleash** and **harness** the potential in their organizations – a paradox that leads to transformation.

## WHY PARADOX?

We are academics, researchers and practitioners on a mission to help companies unleash the power of leadership in their people, from new managers to the C-suite to the board.

We were founded by Professor Linda Hill, Faculty Chair of the Leadership Initiative and Professor at Harvard Business School, and Greg Brandeau, former CTO of Disney Studios and SVP Technology at Pixar.

Paradox brings a rare blend of world-class strategy and execution capabilities to client engagements.

## WE'RE WHERE **RESEARCH** MEETS **EXECUTION**

Our products and services include:

- Keynotes
- Our re:Route™ cultural assessment and change management (including DEI)
- Management and leadership development
- Creation and development of innovation capacity
- Learning journeys, simulations, and a leadership mobile app
- Executive coaching

Paradox Strategies is a Woman- and Minority-Owned Business Enterprise (Minority Business Enterprise certification from the National Minority Supplier Development Council).

AT TOP: Harvard Business School Professor **Linda Hill**, a founding partner at Paradox Strategies, at her 2014 TED Talk (2.7 million views) on *How to Manage for Collective Creativity*, the subject of years of research on leading innovation and the basis for her groundbreaking, award-winning book, *Collective Genius*.

# OUR RESEARCH

## MEDIA AND REACH



"In the right organizational context, with the right leadership, a group can amplify the diverse talents and ideas of its individual members." – **Collective Genius**

"Those who become managers must learn to see themselves and their work differently. They must develop new values, deeper self-awareness, increased emotional maturity, and the ability to exercise wise judgment." – **Being the Boss**

"When racially charged workplace incidents occur, black diversity scholars are rarely given voice on mainstream media platforms. Yet it is this very network of scholars and practitioners who are best equipped to provide expert advice in these situations." – **Race, Work & Leadership**



### TED TALK

*Managing for Collective Creativity*  
(2.7 million views to date)

**PUBLICATIONS** - HARVARD BUSINESS REVIEW, MIT SLOAN MANAGEMENT REVIEW, FORBES, BLOOMBERG BUSINESSWEEK, THE ECONOMIST, THE NEW YORK TIMES, FAST COMPANY, FINANCIAL TIMES AND MORE ...

## OUR AREAS OF EXPERTISE

- CULTURE & INNOVATION
- LEADERSHIP
- DIVERSITY, EQUITY & INCLUSION

## SELECTED AWARDS

- Thinkers50 Innovation Award
- 2020 Gold in Axiom Business Books Awards
- 2015 Gold in Axiom Business Books Award
- Warren Bennis Prize
- Gold Medal for Leadership
- The 20 Best Business Books
- Best Advance in Unique Learning Technology
- Manage HR Top 10 DEI firms in 2020 and 2021

## WHO WE ARE

Our team is comprised of exceptional diversity, scope, and capability — visionary, field-tested, connected to both academia and industry, passionate about helping clients. Leading Paradox Strategies are:

- **DR. LINDA A. HILL**, Founding Partner, Professor, Harvard Business School and Faculty Chair, Leadership Initiative
- **GREG BRANDEAU**, Founding Partner, Former CTO, Disney and Former SVP of Technology, Pixar
- **TARAN SWAN**, Managing Partner, Former EVP of Digital, Nickelodeon/MTV Networks
- **CHERYL WHALEY**, Managing Partner, Former Global Head of Direct & Digital Marketing, AIG Consumer
- **TONY MAYO**, Senior Consultant, Thomas S. Murphy Senior Lecturer, Harvard Business School
- **TAMARA R. BUCKLEY**, Senior DEI Consultant, Tenured Associate Professor, Hunter College