

DR. SHONNA WATERS

Speaker Bio

I'm Shonna Waters, an experienced technology executive with broad expertise in human capital transformation with over two decades of experience as a university professor, coach, operational leader, researcher & scientist. My work sits at the intersection of science, scale, and service to bring forth scientific knowledge around the individual, team, and organizational performance and make it accessible at scale. Untapped potential is what fuels me. Building and developing people, teams, and businesses is endlessly rewarding.

I currently work as the VP of Executive Advisory at BetterUp where I help our most strategic C-level customers leverage science and technology to achieve their most critical business outcomes. I previously led the development of our technology alliances and strategic partnerships with strategy consulting firms, systems integrators, and coaching industry partners. I have managed large, complex multi-year projects and diverse global (often technical) teams. I've designed and implemented human capital systems from pre-hire assessment to performance management, promotion assessment, rewards, and recognition for mid to large-sized organizations across sectors. I blend science and practice to get to better outcomes for people and businesses.

*I'm a life-long learner and love being part of the development of others. I've designed and taught graduate courses in Business and Human Resource Management/Development at George Washington University, Georgetown University, and the University of Maryland, Robert H. Smith School of Business. I enjoy writing and speaking to integrate and share what I've learned and have published peer-reviewed journal articles, handbook chapters, magazine and blog articles, over 50 technical reports and presented extensively at conferences and as an invited speaker. I've authored two books -- *The Practical Guide to HR Analytics* and *The Coaching Shift*. I've been cited in media outlets including CNBC, Fast Company, Forbes, and Axios.*

I received my Ph.D. in Industrial-Organizational Psychology (minor in Statistics) from the University of Minnesota and a Certificate in Leadership Coaching from Georgetown University. I'm an ICF certified coach, a Fellow of the Society of Industrial-Organizational Psychology (SIOP), Institute of Coaching (IOC), and the Center for Evidence-Based Management (CeBMA).

I live in Arlington, VA with my husband, three daughters and two dogs. You can often find me swinging kettlebells, running, and trying new hobbies when I'm not working, traveling, or at my daughters' activities.