



**ELIZABETH GIBSON, PH.D.**  
EXECUTIVE CONSULTANT



“ DEVELOPING WORTHY LEADERSHIP THROUGH GREAT CONSULTING & GREAT SCIENCE. ”

**D**r. Gibson has been a nationally recognized executive coach, organizational effectiveness consultant, and best-selling author for more than 18 years. She has applied her skill and experience to client companies in the financial services, retail, health care, advertising, entertainment, manufacturing and energy sectors. Prior to joining Leadership Worth Following, LLC she was with RHR International and CLG (the Continuous Learning Group).

Beginning in 1997, Dr. Gibson led a consulting team that partnered with Best Buy Co., Inc., in a transformational change that turned the company around. The business results were impressive, including over a 1000% increase in stock price in three years, at a time when the high-tech sector was suffering. A key part of the comprehensive change initiative, which was designed and led by Elizabeth, was the executive coaching program. This work is described in Big Change at Best Buy: Working Through Hypergrowth to Sustained Excellence (Davies-Black, 2003), by Elizabeth Gibson and Andy Billings.

Subsequent to the very successful change implementation at Best Buy, Elizabeth worked with the then President of Best Buy, Brad Anderson, to design and execute an architecture for improving organizational learning, known as the TLO (The Learning Organization) program. Removing obstacles to learning and discovering ways to accelerate informal learning in complex systems remains a life-long passion for her.

Dr. Gibson's expertise in coaching senior executives was highlighted in the July-August, 1999 issue of Fast Company Magazine and her success with Best Buy has been written about in Fortune, CIO, American Way and PM (Project Manager) Magazine, as well as the Journal of Business Strategy.

Prior to becoming a consulting psychologist, Dr. Gibson worked in the high-tech world of Silicon Valley, building and enhancing organizational capability to drive positive bottom line results. While working in high-tech, she co-authored A Practical Guide to Knowledge Acquisition (Addison-Wesley, 1990).

Dr. Gibson earned her Ph.D. in counseling psychology at Stanford University. She received her M.A. degree in experimental psychology at San Francisco State University, and her B.A. degree from Macalester College in St. Paul, Minnesota. She is a licensed psychologist and a member of the American Psychological Association and the Society for Consulting Psychology.