



Senior Consultant

# Heather White

Beaverton, OR

Heather brings a career that spans the private, public, and nonprofit sectors, giving her a grounded, real-world perspective on how organizations actually function—not just how they're designed on paper. Her work sits at the intersection of performance, skill, and engagement, with a deep understanding of organizational behavior and the systems that shape how people show up every day. Heather is known for an engaging, approachable style that builds trust quickly and creates the psychological safety leaders and teams need to have honest conversations about what's really getting in the way of results.

At the core of her approach is a commitment to asking the right questions—ones that uncover root causes rather than surface symptoms. Heather has coached, developed, and mentored leaders across virtually every industry, from the classroom to the boardroom, helping them translate insight into action that sticks. Whether working with executives, people leaders, or frontline teams, she focuses on practical solutions that respect the realities of the business while raising the bar for accountability, capability, and performance.

Heather has partnered with organizations as an end-to-end owner of the employee life cycle, designing and delivering development tracks, leadership competencies, and succession planning initiatives that build capability without creating dependency. Clients value her as a thought partner who tells the truth with care, aligns development to business outcomes, and leaves leaders stronger, clearer, and more confident than when we started. Heather's goal is simple: help organizations see clearly, act decisively, and build the leadership capacity required for sustainable results.

## Highlights

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As a former Franklin Covey client, she brings firsthand understanding of our solutions and the results they deliver from the client's perspective.

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Partners with leaders to navigate change, turning uncertainty around acquisitions, hybrid work, AI adoption, and productivity challenges into growth, lower attrition, and stronger profitability

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Partnered with senior leaders to create and advance DEIB strategies across multiple industries

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Former Thespian who avidly supports the performing arts

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Lives and loves to hike in the Pacific Northwest with her husband, daughter, and dogs

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## Education & Certifications

- B.A. Broadcasting Production & Management
- Lean Sigma Six Yellow Belt Certified
- Predictive Index Analyst Certified
- Situational Leadership Certified

## What learners say about Heather...

*"Thanks again, Heather, for providing such a meaningful and practical training. I've already started applying what I learned, and I'm confident it will make a lasting difference in how I lead and collaborate with others. I wanted you to know that what you do matters! You have changed my life for the better. Now it's up to me to make these Habits stick for the long run."*

*"Heather - you have been so phenomenal in delivering these important courses at all hours, and our leaders are better for it. Your dedication and ability to foster meaningful discussions across time zones are truly appreciated. Thank you for your consistency in engaging and further developing each individual. The feedback you share is insightful and helpful. We're lucky to have you in our corner!"*