

BONNIE WENTWORTH, MCC
Wentworth Consulting Group
Organizational Psychologist, Executive Coach and Early Stage CEO Advisor

Professional Expertise

Bonnie Wentworth has a proven 30-year track record of catalyzing strategic change and facilitating transformational results for executive leaders, their teams, and companies. Built on her foundation of managing people, strategy, processes, and services, Bonnie coaches and consults to executive leaders of successful organizations, from early stage to Fortune 10. Bonnie works across diverse industries including Technology, Financial Services, Biotech, Private Equity, Management Consulting, Not-for-Profit and Health Care, with C-Level executives and emerging leaders who are ready to raise the bar.

Bonnie's reputation for providing direct feedback, asking tough questions, and safely acknowledging sensitive subjects in the workplace such as co-founder conflict, racial equity, power dynamics and executive level transgender transition, has earned the deep trust of executives at the top of their game. Prior to founding Wentworth Consulting Group (WCG) in 1998, Bonnie led a nationwide team as a Director at Charles Schwab in San Francisco, where she was recognized as an award winning leader.

Bonnie has taught hundreds of students and professionals as adjunct instructor and leadership coach at Stanford Graduate School of Business where she has worked in teaching, facilitation, and coaching roles for over fifteen years.

Bonnie is an International Coaching Federation Master Certified level coach with 10,000 hours of individual executive coaching experience. She is a Founding Fellow for Harvard Medical School's Institute of Coaching and has completed coach training through the Hudson Institute, Peter Bregman, New Ventures West, Stanford University, Marshall Goldsmith, and Harvard Executive Education.

With an undergraduate degree in Classics and Master's in Organizational Psychology, Bonnie brings inquiry, rigor, and discipline to bear in her client relationships. She has served as the Regional Board Chair for Playworks, a nationwide nonprofit, an Advisory Board member for the Women's Cancer Resource Center and for the past ten years, Bonnie has co-led a pro-bono coaching program for national political leaders. Bonnie responded to the COVID crisis by convening a weekly virtual pro-bono support group for Women Urban Education leaders.

Bonnie coaches the whole person in her client relationships. She brings 20 years of insights from mindfulness meditation and yoga; additionally, she is a certified Reiki practitioner, avid gardener, and amateur photographer. Bonnie has lived and worked internationally; she integrates her life experiences as a leader, competitive athlete, mother, volunteer, adventurer, life-long learner, and change catalyst in her work.

Recent Coaching Engagements

- Tapped by Venture Board Chairs to coach multiple first-time founding CEOs to scale their leadership to build and lead a sustainable company.
- Coached Health Care Executive leader of 3000-person organization through her highly visible transgender transition.
- Coaching multiple Health Care Leaders (CEO, Physician Leaders, and Operations Leaders) at Stanford, Kaiser, Providence, and S.F. Dept. of Public Health through the uncharted challenges of the COVID-19 pandemic.
- Selected by Global Management Consulting firm to be key coaching resource for Black Partners to support retention and long-term success. Leveraging 15 years of personal development work in racism and anti-racism.
- Conducted Board lead Biotech CEO 360 feedback assessment and evaluation process resulting in strategic alignment between Board and CEO; continued coaching CEO to achieve company and personal goals.
- EVP, President of Commercial Leasing in a Fortune 500 Conglomerate to improve executive presence, build greater strategic influence across the enterprise as a potential successor for CEO.
- CEO of Medical Center and SVP in well-known nationwide healthcare organization to support transition into first-time CEO role in a medical center requiring immediate performance improvement including rebuilding the executive leadership team. Client received excellent performance rating and is being developed for larger roles.
- Medical Director and head of Laboratories in 5-year-old bio-tech company to develop people management skills including delegation, conflict resolution and direction communication.
- VP of Engineering in Technology Storage company to support promotion to a high-profile executive role during merger and acquisition of firm. The client was named head of Engineering for an integrated new company.
- General Manager of globally known retailer to develop cross-functional collaboration and influence skills.
- CEO of start-up health care subsidiary to develop capability in his leadership team and let go of micro-management practices. Worked with CEO through decision-making and communication process to close the company. Supported client to successfully transition back into the parent company.
- Associate Senior Dean of Graduate School of Business to transition from expert academic department head to a strategic leadership role in highly political environment.
- Chief Information Security Officer of \$63B healthcare organization to develop public speaking skills, executive presence, collaboration, and influence skills.
- Chief of Staff to Chief Information Officer of healthcare organization to expand skills for influencing without positional authority and navigation of complex group dynamics.
- M.D. Scientific Director of Hospital Research Institute to navigate dynamics of being acquired by a large health care organization with potential impact on lifelong research and staff.
- General Counsel/Head of People for rapidly growing Bio-tech start-up to build stronger influence without direct authority skills in shaping the executive and corporate culture. Was a prior client as Head of Intellectual Property for \$17B Fortune 100 and Best Place to Work bio-tech company.
- Co-founder and COO of Sales Management Software Company to support rapid scale of personal and organizational leadership skills and perspective. Supported client's move out of COO role to Chief Business Development role to leverage serial entrepreneurial passion and capabilities.
- CMO of 800-person technology start-up to expand social and emotional competence to adapt and effectively lead in a "touchy feely" culture. Client demonstrated progress towards goals however after 18 months, chose to leave and re-align company fit with natural temperament and proven strengths.
- SVP, head of National Sales function for \$63B healthcare organization to develop sustainable personal practices to balance a rugged travel schedule, market pressures and family commitments.
- Over two hundred fifty individual coaching engagements successfully completed.

Career History

Wentworth Consulting Group (1999-present) Founder and President

Built and sustained a leadership development consulting and coaching firm that generated over a million dollars of revenue annually. Convened a consortium of fifty affiliates to provide high quality professional services to top tier organizations including UC Berkeley, Charles Schwab, Google, The Gap, Salesforce, NetApp, Blue Shield, Genome Medical, DocuSign, Swing Left, eBay, PayPal, Kaiser Permanente, Stanford University, Genentech, Condé Nast, and Marco Polo.

Stanford University, Graduate School of Business and Vice Provost for Graduate Education (2004-present)

Facilitator, Leadership Coach and Adjunct Instructor

Co-responsible for development and launch of GSB Fellows student leadership development program, a core element for new, mandatory Stanford's Graduate School of Business' first year student curriculum. Senior Facilitator for highly popular GSB elective course, Interpersonal Dynamics, affectionately known as "Touchy Feely." Adjunct facilitator and coach for Stanford Executive Education Programs. Taught highly rated Leadership Labs course for cross-campus graduate students. Coached academic and medical school deans.

Charles Schwab, Director (1996-1999)

Led a national team responsible for strategy and management of nationwide staffing organization, during peak period of organizational change and growth. Developed competency models, succession plans, process re-design and facilitated behavioral interviewing training. Three-time winner of the company wide Excellence in Service award.

Education, Certifications and Affiliations

- B.A., Classics, Saint Mary's College of California
- M.A., Organizational Psychology, John F. Kennedy University
- MCC – Certified Master Coach, International Coaching Federation
- Certified SPHR – Senior Professional in Human Resources
- Certified in a range of well-regarded development tools and assessments including MBTI, DiSC, TKI Conflict Mode, Enneagram, Leadership Challenge, Immunity to Change, Hay Emotional and Social Intelligence, FIRO-B, Leadership Versatility Index, Lominger, Zenger Folkman, Leadership Circle, Immunity to Change, and Leadership Challenge instruments.

Volunteer Commitments

Playworks (2010 – 2017) Board Member; Regional Board Chair 2013-2016; Women's Cancer Resource Network (2013-2016) Advisory Board member; Educate 78 (2015-2016, 2021); Obama for America (2011-2013); Enroll America (2014); Swing Left (2018-2020); Fair Fight (2020-2021); Vote Forward (2020); Made to Save (2021)

References Available Upon Request