



Kate Sweetman

Latest Thinking

“Effective corporate change occurs when organizations remember that the attitudes, beliefs, assumptions and behaviors that made them winners yesterday may or may not make them successful in the future – and then act on that knowledge.”

Areas of Expertise

Kate is a Consulting Partner with The RBL Group. As a professional facilitator, consultant and writer, she architects, develops, and delivers educational interventions that help executives and senior managers adopt fresh approaches to business, process, and people.

Her specialty is crafting customized cases around issues of leadership, strategy, organizational development, and implementation that help organizations look at themselves, what they do well, and what they need to improve. She has written hundreds of cases, scenarios, vignettes, role plays, scripts and other creative materials designed to open up essential discussions around strategy, leadership, and organizational behaviors.

Over the years, her clients have included Citigroup, Novartis, Verizon, Goldman, Sachs, Lehman Brothers, Johnson & Johnson, Bristol Myers-Squibb, British Petroleum Exploration, International Distillers and Vintners, AstraZeneca.

Background

Kate is a founding partner of Sweetman Consulting, LLC, an education and organizational development firm based in Milton, MA. In addition to her career in executive and management education, she has worked in publishing and academics. While an editor at *Harvard Business Review*, she acquired and edited articles by top business executives, academics, and consultants in the U.S. and abroad on the topics of creativity, organizational change, organizational design, psychology, teamwork and social enterprise. She was also as Research Associate at Harvard Business School, and later taught the Management Communications course there.

Kate has a BA in English from Yale University and an MBA from Harvard Business School.

Publications & Honors

Honors:

- Kate’s team won the ASTD (American Society of Trainers and Developers) top prize in 2004 for developing a leadership program with practical and measurable impact. This leadership and culture change program for Verizon was calculated to have achieved an ROI of more than 250% within the first six months of implementation.

Publications and Speeches:

- "How Nimble Companies Stay that Way," *Sloan Management Review*, Winter 2001
- "Management Mistakes Squelch Employee Innovation," *Sloan Management Review*, Summer 2001
- "Don't Worry, Be Happy," *Sloan Management Review*, Fall 2001
- "Employee Loyalty Around the Globe," *Sloan Management Review*, Winter 2002
- "The Value of 'What If...'", with Shlomo Maital, Global Action Learning Conference, Amsterdam, The Netherlands, May 2003
- "Harnessing Change From Within: Proprietary Cases as Tools for Inducing Diagnosis and Stimulating Action," with Shlomo Maital, *The International Journal of Technology and Innovation Management Education*, Spring 2006
- "Results-Based Learning," with Dave Ulrich and Norm Smallwood, upcoming in *CLO Magazine*, early 2007

Contact

You can contact Kate Sweetman at (617) 361-0033.