KIMBERLY THOMAS
Associate - Performance & Coaching

Kimberly brings over 20 years of experience in finance, consulting, and entrepreneurship to the role of Head of Performance & Coaching.

She has provided consulting services to a variety of clients including top Canadian banks, academic institutions, government clients, and small businesses. She has also facilitated training and taught courses at universities and colleges in Canada and abroad.

She maintains a healthy skepticism about the utility and long-term effectiveness of the innumerable trends in corporate development. Accordingly, she is a cautious innovator with a focus on delivering effective, efficient, engaging, and evidence-based solutions for clients. Her work, no matter the industry, is done to encourage thriving rather than just surviving.

Kimberly has an MBA from the University of Toronto and a PhD in Performance Psychology. She is also an ICF certified Leadership Coach. She has produced cutting-edge research in psychological performance preparation among high-performance executives. Her work has focused on optimizing motivation, focus, confidence, and stress among high-performers. Kimberly's research has shown that, whether intentional or not, executives' use of technical preparation is inextricably intertwined with psychological performance preparation. She is passionate about cultivating understanding and operationalizing this interplay.