
Kathy Sturgis, Ph.D.

...creating momentum for positive change

Kathy Sturgis, Ph.D. is an organizational development specialist with a doctorate in communication. With 20+ years in organizational development, she is a well-respected industry expert known for her ability to enhance communication effectiveness, facilitate change management, foster board/staff development, and advance planning conversations. She is a trusted collaborator and retreat facilitator with a unique ability to translate visions and dreams into action plans. Her retreats and coaching sessions are customized to support each client's unique organizational growth needs.



Kathy is proud of long-standing collaborations from a wide range of corporate and nonprofit industries including Purple Heart Homes, the Congressional Medal of Honor Society, the USO of North Carolina, and the Department of Military and Veteran Affairs. Other clients have included Tammy Lynn Center for Developmental Disabilities, the College of Veterinary Medicine at NC State, the Girl Scouts (North Carolina Coastal Pines), Habitat for Humanity of Wake County, Longleaf School of the Arts, the Gregg Museum of Art & Design, Brown University, the Department of Commerce, IBM, Novo Nordisk, Pilot International, and Honeywell's Space, Strategic and Military Avionics Divisions.

Having earned her doctorate in organizational communication from the University of Illinois (Champaign-Urbana), Kathy currently serves on the professional faculty at North Carolina State University in the Department of Communication.

As an avid writer, she creates articles and motivational resources for Refreshment Zone – her website launched in 2005 after a three-month visit to the Mayo Clinic. At the Mayo, she witnessed life's off-road journeys, bravery, and optimism. Her experience there fueled her hunger to make a difference in the lives of leaders in all the places they impact – at work, at home, and in their communities.

With this background in mind and with an intent to serve, Kathy brings a unique brand of energy, creativity, and optimism to her work.

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