

Thriving with CD

The Practitioner-Coach • Advisor • Talent Whisperer®

> *Disruptive companies rarely fail for lack of good ideas. They strain under pressure, speed, and paradigm shifts in markets and technology. Few coaches have themselves been through and led companies through those existential moments. CD has, enough times to know no two are alike. Today's shift is AI, and he has also navigated its risks and opportunities firsthand.*

He coaches and advises CEOs, CTOs, CFOs, founders, and VPs in tech, biotech, and beyond.

HOW HE WORKS

- Builds resilience to not just survive but thrive, through his THRIVE Loop: Target, Hypothesize, Reach, Investigate, Validate, Evolve
- Asks powerful questions before offering answers, and teaches leaders to ask them too
- Helps uncover the inner voices on Our Inner Jukebox that hold us back or move us forward
- Kind, not coddling: challenges leaders to set bolder goals, and welcomes counteroffers

BEST FIT WHEN

- A founder or executive is leading through a turnaround or a pivot
- A leader is balancing rapid growth against a foundation laden with tech debt
- A leader's own inner voices, and/or their team's, whisper it's never good enough
- A team wants to keep evolving its rituals for hiring, onboarding, feedback, and decisions

BACKGROUND

- In key leadership roles inside eleven disruptive software companies, helped them navigate existential crises; seven became unicorns, an outcome VCs see in about 1 in 100
- Roles from an architect on the world's first integrated software development environment to EVP Engineering at Twitch; now interim Chief Product and Technology Officer at DonorsChoose
- Helped improve how American Airlines, British Airways, Dresdner Bank, Fiat, Royal Bank of Scotland, Munich Re, Mercedes, Deutsche Bank, Microsoft, Sony, and Home Depot build software
- Counsel to leaders since 2017; trained in Co-Active and Positive Intelligence coaching
- Around 50 people he began helping as individual contributors have since reached VP or C-level
- Fifth-generation physicist and fifth-generation teacher; taught K-8; coached players and teams to winning national championships and competed at world championships
- Author of Learned Resilience, Saboteurs and Allies, DACIP Decisions, Yet-Forward Feedback, Minimal Viable Process Change, and more; CD's writing ranks first on Google for over 100 search terms
- Featured on the Disruption Interruption podcast on using near-death crises to build seven unicorns