



Dr. Bea Mah Holland, an executive coach and consultant for education, business, and health care, is committed to the learning and capacity building of people and their organizations. She combines her in-depth understanding of organizations with an invitation to individual reflection and action grounded in approaches including appreciative inquiry, systems thinking, organizational learning, and positive psychology.

Her 30-plus years of professional life have been devoted to fostering growth in people and their organizations. Given Bea's strong diagnostic training and experience, she focuses on an in-depth understanding of the organizational context.

Bea served as President of Pegasus Communications, a conference management and publishing company based on the management sciences of MIT's Systems Thinking and Organizational Learning. For five years, Bea oversaw finances, built infrastructure, tripled revenue, and set the direction for the company as it experienced rapid growth.

As Director of Leadership and Senior Lecturer for MIT Sloan School of Management, she directed programs to further MBA student leadership capabilities. Dr. Holland also served as an Organizational Consultant and Leadership Program Manager for Digital Equipment Corporation, now Hewlett Packard, where for seven years she coached and developed leaders and their organizations. Bea's began her professional life as a social worker where she served in the inner city for five years working with what were termed "multi-problem intergenerational welfare families." Followed by an social work assistant professor at the University of Calgary (AB).

Action-oriented and focused on nurturing strengths, Dr. Holland has published several books and articles, many of which deal with the practice of Appreciative Inquiry (AI) as a tool for positive change.

Bea holds a Master's degree from McGill University and a doctorate Harvard University with a concentration in organizational effectiveness and adult learning. Originally from Canada, Bea has traveled three times to China (including visiting the ancestral village where her mother was raised), toured overland for one year from London through the Middle East to India, and, at the invitation of her two adult daughters, trekked to visit several Hill Tribes in Thailand and stayed with the Emberra indigenous people in Panama.