



Dr. Michelle Caryn Paul
President,
Equifinality Solutions LLC

Behavioral scientist, organizational psychologist and change agent Dr. Michelle Caryn Paul offers 25 years of experience helping high-growth technology firms, government agencies, commercial companies, and non-profit organizations maximize organizational effectiveness. Dr. Paul's passion for creating positive work environments began at her Washington, DC kitchen table, inspired by her father, a labor lawyer. She earned her BA in Psychology and Sociology (summa cum laude) from Emory University, combining her interests in individual behavior and systems-level phenomena. She then obtained her MA and PhD in Industrial/Organizational Psychology from the University of Maryland College Park.

Dr. Paul's consulting career began when she co-founded a consulting firm in Silicon Valley, helping high-growth technology companies enhance organizational health and maximize the "people side" of business. She spent fifteen years as an organizational effectiveness consultant with ICF International, leading human capital interventions for government and non-profit clients. Today, as President of Equifinality Solutions LLC, her firm provides the following core capabilities to government, non-profit, and commercial clients:

Generative Artificial Intelligence (GenAI) Consulting and Training - We provide expert advice on adopting GenAI responsibly and ethically to boost workforce efficiency, optimize service delivery, and advance your mission. Our services include:

- Facilitation for GenAI working group and/or leadership team events
- Governance and risk assessment mechanisms, policies, and procedures
- GenAI procurement and vendor management
- Customized GenAI training for all experience levels (i.e., novice to expert)
- Business process redesign and job redesign to incorporate GenAI

Change Management and Organizational Development Consulting – We deliver tools and organizational transformation assistance for organizations to improve their people, processes, and programs, as well as effectively respond to policy, regulatory, or strategy shifts. Our solutions include:

- Organizational assessments and program evaluation
- Strategic planning, SWOT analyses, and organizational goal setting
- Organization redesign, including process and journey mapping
- Training, capacity building, and coaching

Workforce/Leadership Development and Custom Training – We offer workforce and leadership development programs and tailored training to maximize the effectiveness of your workforce. Our interactive learning and performance solutions improve desired skills and provide practical strategies for immediate use on-the-job. Our offerings include, but are not limited to:

- Leadership development, mentoring, and succession planning programs
- Modular team effectiveness programs for use in existing routine team meetings to generate cohesion and engagement, even in virtual work environments
- Workshops on topics such as The Future of Work, Leading Organizational Transformation, Strengthening the Stakeholder Ecosystem, High Performing Teams, Inclusive Strategic Planning, Customer Engagement, Public Speaking, and Measuring Organizational Performance
- Custom learning experiences including in-person and virtual instructor-led sessions

Learn more at equifinalitysolutions.com.