

Purpose

I am passionate about helping boards, executives, and organizations perform at their best. As an organizational psychologist, I bring a people-centered perspective grounded in assessment, leadership development, and organizational effectiveness to help boards and executives strengthen leadership effectiveness, navigate change, and improve organizational performance. I enjoy working with corporate and nonprofit leaders to design governance systems and assessment processes that strengthen leadership effectiveness and align strategy with mission.

Expertise Overview

- **Governance Design and Board Effectiveness** – Creates board structures, evaluation processes, and governance reviews that strengthen accountability and strategic alignment.
- **Leadership Development, Assessment, and Coaching** – Provides executive coaching, leadership assessment, and facilitation to strengthen leadership effectiveness and organizational impact.
- **Succession Planning and Strategic Initiatives** – Designs CEO succession plans and strategic initiatives that support long-term organizational sustainability.
- **Culture and Organizational Development** – Conducts assessments that identify cultural strengths and challenges, align values and strategy, and improve organizational effectiveness.

Professional Highlights

- 18+ years advising Fortune 500 corporations, healthcare organizations, and nonprofits on governance, leadership effectiveness, succession planning, and board performance, including BlueCross BlueShield, the American Hospital Association, Dropbox, and the San Diego Symphony.
- Applies organizational psychology and evidence-based assessment to help leaders navigate change, strengthen effectiveness, and improve performance.
- Brings firsthand governance experience as Board Chair of Boulder County AIDS Project and former Membership Committee Chair of Lake Forest College Alumni Board.
- Combines consulting, teaching, and coaching experience through university instruction, executive leadership development, and board advisory work, including teaching at San Francisco State University and coaching graduate business students at UC Berkeley.

Personal Highlights

- Volunteer mentor with Big Brothers Big Sisters of Colorado.
- Avid traveler and outdoor enthusiast who summited Mt. Kilimanjaro in 2017 and completed Patagonia's W Trek in 2009.
- Division III collegiate athlete (ice hockey).

Experience

- Co-Founder, *Board First Consulting* | 2022 – Present
- Senior Advisor, *Boyden US Leadership Consulting* | 2023 – Present
- Consultant, *Nygren Consulting, LLC* | 2008 – 2022
- Corporate Litigation Consultant, *Berkeley Research Group (BRG)* | 2008 – 2017



Sara Finesilver, M.S.

Organizational Psychologist,
Board and Leadership Effectiveness
Consultant

Contact

Board First Consulting

Denver, CO

Mobile: 415.314.8089

sara@boardfirstconsulting.com

www.boardfirstconsulting.com

Board Service

Boulder County AIDS Project

Board Chair (2023-Present)

Lake Forest College Alumni Board

Membership Committee Chair (2010-
2018)

Education

M.S., Industrial/Organizational Psychology

San Francisco State University, CA

B.A., Psychology

Lake Forest College, IL

Certifications

Leadership Development

Insight Leadership Seminars

Harvard Business School Online

Financial Accounting