

## Purpose

I am passionate about helping boards govern with purpose, clarity, and impact. As an organizational psychologist and board effectiveness consultant, I bring a deep understanding of how culture, values, leadership, and group dynamics shape decision-making and organizational performance. Throughout my career, I have partnered with boards and executive teams to strengthen governance, navigate complex challenges, and unlock opportunities for greater effectiveness. I am energized by helping boards elevate their performance, foster meaningful change, and advance their mission. When boards operate at their best, organizations flourish, creating lasting value for the people and communities they serve.

## Expertise Overview

- **Data:** Design and lead board, director, executive team, and organizational assessments using surveys, interviews, and other evidence-based methods to uncover strengths, identify opportunities, and inform strategic decision-making.
- **Insight:** Analyze boardroom dynamics, governance practices, organizational culture, leadership effectiveness, and stakeholder perspectives to surface the issues that matter most and facilitate meaningful dialogue, reflection, and alignment.
- **Action:** Translate insights into practical, tailored solutions that strengthen governance, enhance board and leadership effectiveness, and support sustainable organizational performance. Coach directors and executives to deepen self-awareness, strengthen relationships, and maximize their contribution.

## Professional Highlights

- Brings over 25 years of experience as an organizational psychologist, governance advisor, and board effectiveness consultant.
- Advises boards and executive teams across public, private, nonprofit, and mission-driven organizations on governance, leadership, culture, and decision-making.
- Recognized for expertise in boardroom dynamics, organizational culture, succession planning, and board-management relationships.
- Designs and leads board, director, CEO, and executive team assessments that provide actionable insights and support continuous improvement.
- Facilitates board retreats, governance education programs, strategic planning sessions, and leadership discussions that foster alignment and accountability.
- Partners with boards throughout their lifecycle, from formation and growth to governance renewal and transformation
- Began her governance consulting career with Mercer Delta Consulting, contributing to the development of the firm's corporate governance practice and advising boards during a period of significant evolution in governance standards and expectations.

## Experience

- Co-Founder, Board First Consulting | September 2022–Present
- Senior Advisor, Boyden US Board Consulting | December 2023–Present
- Senior Consultant, Nygren Consulting, LLC | April 2008–September 2022
- Board Director, Family Services Agency of SF (now Felton Institute) | 2006–2013
- Senior Associate, Mercer Delta Consulting (now Oliver Wyman) | 2001–2008



JoAnn McNutt, PhD  
Organizational Psychologist and  
Board Effectiveness Consultant

## Contact

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## Education

### PhD, Organizational Psychology

California School of Professional  
Psychology, San Francisco, CA

### MA, Change Leadership

California School of Professional  
Psychology, San Francisco, CA

### BS, Psychology

Santa Clara University, CA

### Certificate, Director's College

Stanford Law School, Directors'  
Executive Education Program

## Military Service

U.S. Army Reserve | Enlisted  
Surgical Technician (1993-94)  
U.S. Army ROTC (1994-98)  
U.S. Army Reserve Commissioned  
Captain, Medical Service Corps  
352nd Combat Support Hospital  
Company Commander (2001-2005)