



CYRA PERRY DOUGHERTY

LEADERSHIP COACH & CONSULTANT

Cyra Perry Dougherty "Perry" (she/her) is the founder of Rootwise Leadership where she serves as the lead coach, consultant, facilitator, and teacher. In addition to her role at Rootwise Leadership, Perry is an Instructor at Harvard T.H. Chan School of Public Health, co-founder of The Collective Leadership Certificate Program, the Chair of the Board at Still Harbor, a Buddhist practitioner, a spiritual director, and an ordained interspiritual minister.

Perry brings more than 15 years of experience working with global executive teams in the entrepreneurial, public, and social sectors. She has a passion for connecting the dots between different sectors, fields, and ideas. Her work enriches cutting-edge approaches to organizational development with the joy of loving awareness, creativity, storytelling, and play. She believes that mindfulness and compassion are both means and ends in the work of leadership and organizational development for social change.

Perry holds a robust understanding of the ideas and practices of adaptive leadership, authentic leadership, integral philosophy, adult development theory, pedagogies of liberation, critical race and critical feminist theories, emergent strategy, and group process facilitation. She complements her theoretical knowledge with the learning she has soaked up through her spiritual practice with Buddhist psychology and teaching, liberation and queer theologies, mystical teachings of Christianity, healing justice and transformative justice practices of current social movements, and twelve step recovery, among other wisdom traditions. The Rootwise Method that Perry developed connects these innovative leadership development theories with wisdom traditions to support social change leaders in leading with vision, values, voice, and vulnerability.

Perry has undergraduate degrees in both Social Thought & Analysis and Spanish from Washington University in St. Louis. She completed seminary at One Spirit Learning Alliance in New York City, was trained as a spiritual director by Still Harbor, and is currently enrolled in the University of California at Berkeley's two-year Mindfulness Meditation Teacher Certification Program.

In 2019, Perry edited and released her first book, *The Anatomy of Silence* (Red Press). At home, she is a partner and mother to three, ages 5, 12, and 17. She is a white ciswoman living as a trauma survivor and residing on unceded Massachusetts tribal land (aka: Arlington, MA).

AREAS OF PRACTICE

Purpose (Vision, Values, Mission)

Collective Leadership

Organizational Culture

Diversity, Equity, Inclusion

Conflict Transformation

Burnout Prevention & Resilience

Dialogue, Conversation

Power, Authority, Decision-Making

Feedback & Accountability

Distributed Leadership

Mindfulness

And more...

CONTACT

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