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**Kimberly  
Douglas,**  
SHRM-SCP, SPHR,  
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# Kimberly DOUGLAS

**KIMBERLY DOUGLAS, SHRM-SCP, SPHR, CPF**  
**Chair of the Board for SHRM-Atlanta**

*Kimberly first realized her passion for helping leaders to become more effective while a psychology undergraduate at Agnes Scott College in Atlanta. She then earned her Master of Science in Industrial/Organizational Psychology from the University of Tennessee. In addition to her certifications in Human Resources, she also has earned the designation of Certified Professional Facilitator (CPF).*

Kimberly Douglas' passion for SHRM has spanned 35 years, culminating in her current role as the 2017-2018 Chair of the Board for SHRM-Atlanta. She began volunteering at her local SHRM-Atlanta Chapter right after graduate school. Her active participation included roles on the Programs Committee, the Certification Review Committee, the Organization Development Professional Emphasis Group, which then led to her role as President in 2003. That year SHRM-Atlanta won the prestigious Pinnacle Award for its innovative and financially successful "Lunch with a Leader" program.

Beyond her local chapter involvement, she has also designed and facilitated strategic planning sessions on a pro bono basis for SHRM Area II and for the SHRM Foundation. She has spoken at many SHRM conferences and chapter meetings on such topics as strategic planning, innovation, and leadership team effectiveness. For her many contributions to SHRM and the HR profession, she was selected to receive the Lifetime Achievement Award by SHRM-Atlanta.

As the President of FireFly Facilitation, Inc., Kimberly is passionate about helping leaders build teams that work together collaboratively and creatively to dramatically improve their business performance. Prior to founding FireFly eighteen years ago, Kimberly was the Manager of Organization Effectiveness for the Coca-Cola USA Marketing organization; the Director of Consulting for the Hay Group Atlanta office; and served in HR leadership roles in the hospitality, telecommunications, and healthcare industries. Since founding FireFly, she has been engaged by hundreds of leaders across North America, in such organizations as AT&T, Coca-Cola, Home Depot, CDC, McKesson, and even the U.S. Marine Corps.

Wiley published Kimberly's book, *The Firefly Effect*, in which she shares tools, techniques, and insights to help every leader build a team that knows where they are going and how they need to work together to achieve their vision of success. An expert in the field of team-based innovation, she has contributed to management and leadership publications, including *Investor's Business Daily*, *Leadership Excellence*, *American Management Association*, *Success Magazine*, *Yahoo Finance*, and *USA Today*.

Kimberly believes in giving back to her Atlanta community, having served on the Board of Advisors for the Metro Atlanta Chamber of Commerce, the Agnes Scott College Alumnae Board, the Advisory Council for Goodwill Industries, and the Board of Directors for St. Jude's Recovery Residence. In addition, she frequently provides pro bono services to such worthy organizations as the Boy Scouts of America, the Partnership Against Domestic Violence, the Woodruff Arts Center, and the Georgia Center for Nonprofits. ■