

DOROTHY KUDLA *dk*

Leadership Coach • Author • Keynote Speaker

Helping leaders simplify leadership so they
can unlock the full potential of their teams.

PRESS KIT



full circle connections

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about dorothy

Dorothy Kudla is a **coach, author, workshop leader,** and **keynote speaker** who helps leaders cut through complexity and lead with clarity, confidence, and purpose. As the founder of Full Circle Connections, she has spent two decades helping organizations achieve their goals by developing leaders who bring out the best in their people.

Known for her warm, practical approach, Dorothy simplifies leadership into everyday behaviours that fuel team performance. She blends real-world experience with relatable storytelling, earned through years of coaching executives, leading corporate teams, and navigating transformation across global organizations.

Before founding her firm, Dorothy was a senior executive for 17 years, where her struggles and successes as a leader fueled her passion for developing others. Her adventurous spirit matches her dynamic career — she has completed several marathons and conquered impressive peaks, including Mount Kilimanjaro. Dorothy brings the same zest for life to her work, inspiring leaders to embrace growth, tackle challenges, and navigate their own summits.

Dorothy's work has been featured in The Globe and Mail, Medium, radio, podcasts, and leadership forums. Her mission is to simplify leadership so leaders stop managing from the rear-view mirror and start leading with intention, bringing out the best in themselves and their teams.

“The best leaders understand that their greatest contribution is a world made better by their intentional and purposeful actions.”



professional & media highlights

- Founder of **Full Circle Connections Inc.**
- Author of ***Six Functions, One Vision: A Practical Guide for Modern Leaders***
- Contributor to **The Globe and Mail**
- Featured in a **Medium** workshop recap highlighting her expertise in presentation delivery, self-awareness, and effective communication
- Featured in national publications, including **Chatelaine** and **Reader’s Digest Canada**, providing expert insights on workplace stress, and bullying prevention
- Decades of experience in **organizational development, corporate leadership, and executive coaching**
- Recognized for **building high-trust cultures** in complex or evolving workplaces
- Sought-after **keynote speaker** for conferences, leadership retreats, and corporate events

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LEADERSHIP LAB

Teams don’t need to hustle more to get results, they need a clear vision

DOROTHY KUDLA
SPECIAL TO THE GLOBE AND MAIL
PUBLISHED OCTOBER 8, 2025

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Dorothy Kudla is the founder of Full Circle Connections and author of the book Six Functions, One Vision. She helps modern leaders simplify leadership, build alignment and drive results.

If you lead a team of smart, talented, hardworking people, yet the work often feels scattered, reactive and draining, with little sense of progress or purpose, you’re not alone.

Today’s workplace is a minefield of shifting priorities, shrinking budgets and constant change. Teams are asked to deliver more, move faster and stay engaged, all while navigating hybrid schedules and limited time for real thinking or connection.

What’s the solution?

CHATELAINE

It’s easy to blame the boss, and it’s true that some could benefit from having a bit more compassion alongside their strategic vision and unrelenting drive. But we shoulder some of the responsibility too. Even in the absence of explicit expectations that you will check email or monitor social media on weekends, people will “fall into that because of their own desire,” says Dorothy Kudla, founder of a training and development company, Full Circle Connections, who has worked with hundreds of managers at companies from BlackBerry to Cineplex Odeon.

Human beings, by their very nature, want to be successful and add value, Kudla says. But in a workplace that is constantly changing and where the goalposts keep moving, resentment and burnout can easily set in. And that, in turn, can lead to anxiety, depression and, if employees have poor coping strategies, addiction issues. It may also increase employees’ risk of developing lifestyle-related illnesses such as diabetes or angina.

Mastering Presentation Delivery Workshop

Emily MacGowan

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5 min read · Feb 6, 2018

18

Me

Last month at [ExploreTech Toronto](#) we diverged a bit from our regularly scheduled programming to have a Mastering Presentation Delivery workshop, run by the amazing [Dorothy Kudla](#), at Flipp’s head office in Toronto. Huge shout out to Flipp for providing the space for the event! For those of you who couldn’t make it, we’ve written a short blog post so that you can absorb Dorothy’s presentation delivery tips and tricks!

How to Stop Bullying: Take a Stand **Reader’s Digest CANADA**

There are ways to [push back against bullies](#). If a person constantly belittles a colleague’s ideas in meetings, for example, the victim should first step back and take inventory of their feelings, says Dorothy Kudla, a Toronto-based facilitator who runs workshops on organizational effectiveness at Full Circle Connections. [To boost their confidence](#), she says, they should remind themselves that they have the qualifications necessary to do their job. Then they should decide on the best of course of action.

past clients



MACKENZIE



SIEMENS



INTELEX



MCKESSON



topics for keynotes, panels & interviews

Dorothy is available for keynotes, panels, workshops, and corporate sessions. Drawing on decades of experience coaching leaders, and a healthy appetite for adventure, Dorothy brings practical insights, powerful stories, and just the right amount of edge. Popular topics include:

1

Simple, Uncomplicated Leadership: Leading with Six Functions, One Vision

Based on Dorothy's book *Six Functions, One Vision*, this keynote gives leaders a simple way to think about leadership when they are already stretched thin. Instead of another abstract model, they learn six practical functions and leave the session with a clear, repeatable framework to help the people they lead achieve their full potential.

2

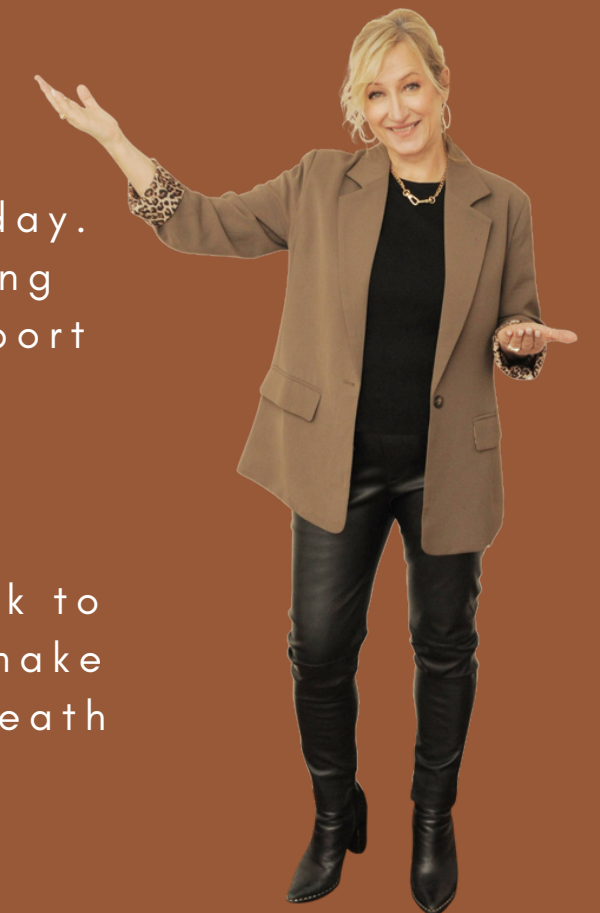
Leading AI Adoption: A Leader's Role in Shaping the Future of Work

AI adoption does not happen top down or by chance. It is shaped by the actions leaders take every day. In this session, leaders learn how to actively influence AI adoption: setting clear guardrails, modelling how AI should be used, and helping their teams experiment, learn, and integrate AI in ways that support performance instead of adding chaos.

3

Inspiring Action and Momentum in Uncertain Times

In a world of constant change, shifting priorities, and a dizzying pace of new information, teams look to their leaders for steadiness and focus. This talk gives leaders simple tools to communicate clearly, make grounded decisions, and keep momentum going, even when plans keep moving and the ground underneath them is shifting.



topics for keynotes, panels & interviews cont.

4

Self-Leadership: The Power of YOU

Before you can lead others, you have to understand how the people around you interpret your intentions. This session explores self-leadership as a core advantage: leaders reflect on their patterns, triggers, and strengths, and learn how to make more intentional choices that improve both results and relationships.

5

Stop the Spin: The Three Pillars of Modern Leadership

Modern leadership asks leaders to move out of reactive mode and into intention. In this session, Dorothy unpacks three essential pillars of modern leadership: self-awareness, situational awareness, and intentional action. Leaders learn how to use these pillars to slow down, see the bigger picture, and lead forward instead of managing from the rear-view mirror.

6

AI as a Partner: Using AI to Lead with Clarity and Capacity

AI will not replace leaders, but leaders who use AI well will outperform those who ignore it. In this session, leaders explore how treating AI as a practical thinking partner can strengthen the human side of leadership by creating more space for listening and coaching, clarifying expectations and direction, and staying focused on the priorities that matter most.



about the book

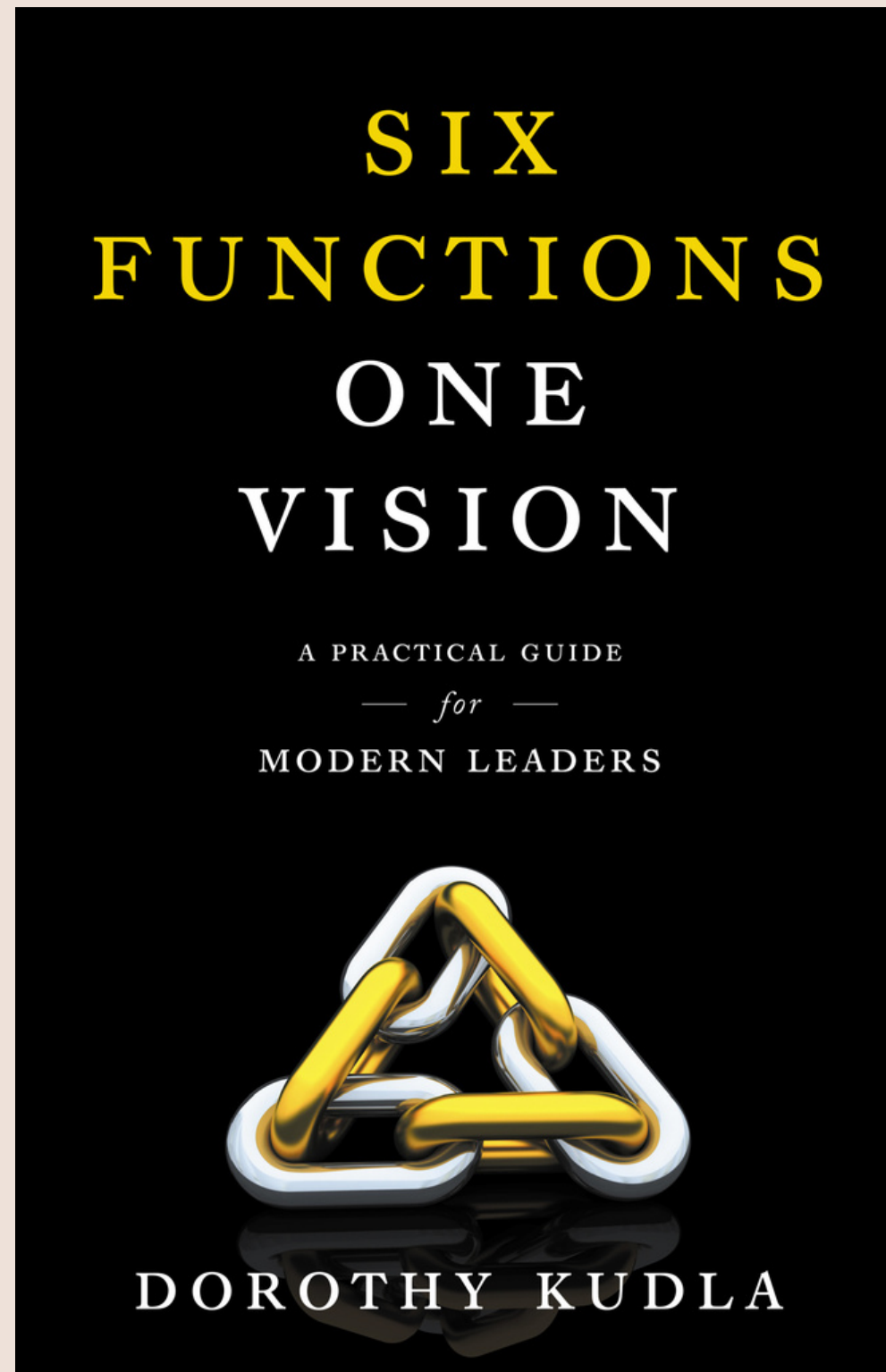
Six Functions, One Vision: A Practical Guide for Modern Leaders removes the mystery and unnecessary complexity of leadership. Today's workplace is undergoing a profound transformation driven by technological advances, shifting generational dynamics, and evolving workforce priorities. Leaders are expected to navigate constant change, inspire strong performance, and deliver results faster than ever before.

This relatable and practical guide helps leaders cut through the noise and focus on what matters most: bringing out the best in people and creating an environment where they can thrive and reach their full potential. Dorothy Kudla distills the complexities of leadership into six clear, actionable functions, showing that leadership is not about titles or inherent traits, but about everyday behaviours that can be learned and practised.

Grounded in years of real-world experience, this book blends candid stories, relatable humour, and actionable tools to help leaders support people in doing their best work. By simplifying leadership into clear strategies, *Six Functions, One Vision* helps leaders adapt to their teams' unique needs, foster growth, and create meaningful impact, while staying true to who they are.



about the book cont.



Who the book is for...

- Leaders who feel stretched thin and want a simpler way to think about their role
- New and experienced people leaders who want less theory and more practical guidance
- HR and learning leaders looking for a clear framework to anchor development programs

Readers will walk away with...

- A straightforward way to assess what their team needs from them
- A clear structure for conversations about expectations, performance, and growth
- Practical tools to help people achieve their full potential without adding more complexity

a conversation with dorothy

01. What inspired you to write *Six Functions, One Vision*?

A - The book grew out of years of watching brilliant, caring leaders work incredibly hard and still struggle to get the results they needed from their teams. Many were promoted for their technical strengths and then left to figure out leadership on their own. Too often, they only stepped in once problems had already grown bigger and more complicated than they needed to be. I wrote *Six Functions, One Vision* to give leaders a simple, practical way to think about their role so they can act earlier and more intentionally, get the results they are aiming for, and find more ease and genuine satisfaction in the work of leading.

02. Many leaders feel stuck in reactive mode. Where can they start?

A - The first step is to pause and notice your patterns. Are you always jumping in to fix things, avoiding certain conversations, or waiting until you are frustrated before you act? When leaders step back and ask, "What does this situation need from me right now?" they start to move from reacting to leading with intention. Today's leaders need to go slow to go fast.

03. How does AI show up in your work with leaders?

A - AI will not replace leaders, but leaders who use AI thoughtfully often find they have more capacity for the parts of leadership that are deeply human. I encourage leaders to treat AI as a thinking partner. It can help them prepare for important conversations, clarify messages, organize priorities, track performance, and surface options, so they can spend more time listening, coaching, and building trust. The *Six Functions* outline the core areas leaders can focus on, and AI can help them choose the best approach in each situation.



a conversation with dorothy cont.



04. How does your corporate background influence your current work?

A - My corporate background is at the heart of everything I do. I spent 17 years as a senior executive, responsible for revenue, results, and teams who were also under pressure to perform. I know what it feels like to be in back-to-back meetings, managing shifting priorities, and still trying to support people in a meaningful way.

I also made my share of mistakes. I tried to lead by doing more, stepping in to fix things myself and hoping people would follow. It often left me exhausted and did not always give others the space to grow. Those experiences shaped my belief that leadership needs to be simpler, clearer, and more intentional.

I am not asking leaders to operate in an ideal world. I am helping them lead more effectively in the one they are actually in.

05. What themes do you explore in your speaking engagements?

A - My talks centre on simplifying leadership in a world that feels anything but simple. I often explore themes like moving from reactive to intentional leadership, setting clear direction and expectations, developing people through coaching and feedback, and creating the conditions for strong performance.

I also speak about what modern leadership really requires today: self-awareness, situational awareness, and intentional action. Increasingly, that includes how AI can support leaders, giving them more capacity for the human side of leadership.

06. What has the response been to your work?

A - I often hear that the ideas feel both deeply personal and instantly applicable. Leaders tell me that the concepts help them solve long-standing challenges, and individuals share that the book helped them reconnect with people they care about.

testimonials

"*Six Functions, One Vision* will become the go-to book for leaders who are committed to embracing change and empowering their teams to thrive."

- Chris Carradine, Executive Vice President of ecobee

“

"This book isn't bafflegab, and the teachings aren't ethereal. Dorothy is the most practical teacher imaginable. As you will find in reading *Six Functions, One Vision: A Guide for Practical Leaders*, the competing experiences of your daily job, regardless of where you work or how you work, are commonplace. They are also surmountable."

- David Walmsley, Editor in Chief, The Globe and Mail

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"*Six Functions, One Vision* delivers insightful and accessible guidance that will benefit leaders at every level."

- Alex Sherrington, CFO of Creyos



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