

Kristine Berry MSEC, CDE® (she, her, hers)

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Executive Coach| Inclusive Leader| Multi-Location Expertise



Kristine is a highly skilled coach and inclusive leader who fosters generative and goal-focused conversations. Her expertise lies in empowering individuals and organizations to thrive and expand their impact through inclusive and intentional evidence-based modalities and competencies. With her authentic interpersonal approach, she has gained recognition as an award-winning international speaker, adept at leading audiences while creating an atmosphere that nurtures individual and business growth.

Kristine's expertise has been recognized at various conferences, including GNYM, YDC, ADHA, IFDH, CMW, Under One Roof, AACD, and Sirona World, where she has presented her valuable insights and knowledge to diverse audiences. Her contributions to the field of dentistry and her commitment to fostering inclusive environments have made her a sought-after thought leader and speaker.

As a visionary leader, Kristine has made a significant impact in the dental industry, reaching over 60,000 readers every month during her tenure as the RDH eVillage Editorial Director at PennWell Corporation. She is the esteemed author of "Demystifying Smiles: Strategies for the Dental Team" and has contributed a chapter to the textbook "Mosby's Dental Hygiene: Concepts, Cases, and Competencies, 2nd Edition." In addition to her published works, Kristine has written numerous articles, developed continuing education programs, and shared insights through engaging blogs.

CAREER HIGHLIGHTS

Managed 250+ FTEs| Built and Executed Operational Strategies and Budgets| Designed and Presented 200+ National and International (Live and Virtual) Training and Continuing Education Programs| Developed Group Coaching Career Development Program With 100 Professionals| Advised and Coached 50+ Solo Business Owners and Teams to Increase Revenue, Improve Communication and Create Inclusive Cultures| Directed an e-newsletter to 60,000 subscribers

SKILLS

Online Coaching and Development| Intercultural Coaching| Diversity, Equity & Inclusion Thought Partner| Cross-Functional Partnerships | Change Catalyst

WHAT PEOPLE ARE SAYING

“Your preparedness and enthusiasm were well-received – let’s do this again.”

– Director Tufts University School of Dental Medicine

“You are responsible for my success! Always smiling and such a positive influence and you have not changed a bit since 1994.”

– Dental Dealer Executive

“11% increase. I trust you and have seen what tiny tweaks can accomplish.”

– DDS, Coaching Client

“As a non-POC, Kristine listened, referenced behaviors she witnessed, and provided viable solutions. DEI can be uncomfortable, and she has poise.”

– Participant’s Feedback

“Kristine was very inclusive. She was insightful and contributed a lot with her knowledge.”

– Participant’s Feedback

“You lifted me with your empowering words. I wish more speakers had your gift.”

– Sonya

WORK EXPERIENCE

Fractional Cultural Coach and Leadership Consultant | Jan 2000-Current

CEO and Founder | Dental Diversity and Inclusion Alliance, LLC, Charlotte, NC

- Focuses on driving more diverse and inclusive spaces by systemizing cultures of belonging into organizational ecosystems.
- Provides virtual diversity, equity, and inclusion functions, direct and coordinated business advisory services to single and group practices seeking to embed a DEIB ecosystem into operations, advance the patient experience, spur growth and expansion, and deliver results through decisive actions.
- Individual and team cultural leadership coaching, training, and development
- Performs as a consultant for M&A culture integration activities

Regional Director of North and South Carolina | Nov 2020 -Aug 2022

Lightwave Dental Management, Woodbridge VA

- Supported top-level decision-making and strategy planning, cultivated productive relationships with stakeholders, and served as a crucial advocate for regional issues
- Trained 30 practices on unconscious bias, which increased team engagement per location
- Directed five practice acquisitions and integration efforts
- Managed team of employees, overseeing hiring, training, and professional growth

Director of Affiliate Integration| July 2020-Nov 2020
Dental Care Alliance, Sarasota, FL

- Managed national practice integrations and mergers
- Liaised with stakeholders and strategic partners
- Developed and maintained policies, standards, and programs, systems across sites

Coach Manager| April 2019-March 2020
NextLevel Practice, New York, NY

- Oversaw business organization coaching curriculum, processes, and deliverables
- Supported a team of 4 Coaches and 3 Result Facilitators to achieve 20% YOY revenue
- Retained 75% of clients investing \$50K+ in consulting services

Director of Market Operations| Dec 2016-May 2018
DentalOne Partners, Plano, TX

- Lead operations and support functions for eight dental practices
- Partnered with c-suite to execute leadership change of 5 owners over 12 months that resulted in only 5% employee attrition
- Spearheaded PMS/ CRM software conversion for 8 locations
- Developed a deep understanding of location needs, priorities, and pain points to deliver customized and well-defined action plans

ADDITIONAL PROFESSIONAL EXPERIENCE

Editorial Director Endeavor Business Media (PennWell Publishing)| Nashville, TN

Business Consultant Pride Institute| San Francisco, CA

Director of Dental Services Exeter Health Resources| Exeter, NH

Manager of Professional Education Procter & Gamble Company| Cincinnati, OH

Adjunct Faculty New Hampshire Technical Institute| Concord, NH

EDUCATION

Master of Science · Executive Coaching| Queens University| Charlotte, NC | 2012

Bachelor of Science · Organizational Management| Daniel Webster College| Nashua, NH| 1999

Associate of Science · Dental Hygiene| New Hampshire Technical Institute| Concord, NH|1989

CERTIFICATIONS

Certified Health and Wellness Coach· Wellcoaches® School of Coaching | 2020

DEI Practitioners Program Level I and Level II | Jennifer Brown Consulting| 2022

Certified Diversity Executive (CDE®)| The Institute for Diversity Certification| 2023

Employee Resource Group Master Trainer| ERG Leadership Alliance| 2023

DEI Blueprint™ DEI Strategy Development & Implementation| DSRD Consulting| 2023