



Dr. Michelle Caryn Paul

PhD, Industrial-Organizational Psychology
President & Founder, Equifinality Solutions LLC
AI Adoption | Organizational Effectiveness

ABOUT

Dr. Michelle Caryn Paul is an industrial-organizational psychologist and transformation leader with more than 25 years of experience helping organizations engineer human performance. She launched her consulting career in late-1990s Silicon Valley, guiding high-growth companies including Adobe, Cisco, and Electronic Arts to strengthen human capital metrics and organizational health. Since then, she has helped government agencies, nonprofits, and commercial organizations tackle major organization-wide changes: adopting technology, redesigning job roles and teams, updating processes, and using performance dashboards to drive ongoing improvement. As President of Equifinality Solutions, Dr. Paul helps clients maximize performance through responsible and ethical AI adoption. Her advisory services include AI strategy and governance, employee upskilling, job role and team redesign, and business process reinvention with AI.

An engaging speaker known for translating behavioral science into practical action, Dr. Paul has led workshops and delivered keynote addresses for SHRM chapters, DisruptHR chapters, the Society for Consulting Psychology, the Inclusion Allies Coalition, and numerous trade and professional membership associations. She holds a BA in Psychology and Sociology (summa cum laude) from Emory University and an MA and PhD in Industrial/Organizational Psychology from the University of Maryland, College Park.

SPEAKING TOPICS

The Future of Work

An evidence-based look at how technology, demographic shifts, and evolving employee expectations are reshaping the nature of work and the role of leadership.

Leading Organizational Transformation

Practical frameworks for leading change initiatives, with attention to stakeholder alignment, resistance management, key performance indicators, and sustaining momentum.

Adopting Generative AI Responsibly and Ethically

How organizations can build responsible AI adoption strategies that balance innovation with governance, workforce readiness, and ethical practices.

Strengthening the Stakeholder Ecosystem

Applied methods for mapping, engaging, and sustaining productive relationships with the full range of internal and external stakeholders.

Effective Team Performance

Science-backed approaches to team design, psychological safety, accountability, and performance in complex organizational environments.

Evidence-Based Management

How to embed data, behavioral science, and structured decision-making into everyday management practice to improve organizational outcomes.

Inclusive Strategic Planning

Facilitation and planning methods that build broad ownership of strategy by centering equity, voice, and diverse perspectives throughout the process.

Measuring Organizational Performance

Designing and deploying performance dashboards and metrics frameworks that drive accountability and continuous improvement.

WHAT CLIENTS SAY

“Dr. Paul was the perfect choice to speak to our 30-person senior leadership group about leading in the age of intelligent work, given her deep knowledge of AI technology and extensive experience helping organizations navigate workplace and organizational change. She crafted a thoughtful presentation tailored to the context and needs of our organization... I would highly recommend Dr. Paul to any organization looking for a speaker, facilitator, or expert partner to guide them on their AI journey.”

— Allison McKee, SVP, Talent and Culture, National Association of Broadcasters

“Her communication style is very clear, straightforward, and organized. She is able to speak the language of her audience and is very effective in how she communicates technical subject matter in a way that puts the audience at ease and invites further interest, curiosity, and discussion... I would highly recommend Michelle Paul to any senior leader considering AI training for their organization.”

— Zell Murphy, SVP, Finance & Administration, Cable & Telecommunications Association for Marketing