



Carol Fabrizio
Senior Consultant

Areas of Expertise

*Executive Coaching, Facilitation
Succession Planning/Transition Consulting
Leadership Development
Cultivating Healthy Organizations*

Client Impact

President & Chief Revenue Officer, Partnered with an executive leadership team and company president to help identify a new, more efficient operating structure and plan for roll-out and change management across the organization.

CTO, Medical Services, Coached a new CTO through the transition to executive leadership and the large-scale implementation of a new technology service provider.

Executive Director Non-Profit, Improved communication, interpersonal and relationship-building skills.

SVP of Sales, National Hospitality Company, Solidified priorities for team assessment and development while simultaneously setting personal growth goals.

Background

Carol is a leadership consultant, team facilitator, executive coach, and entrepreneur. She specializes in helping individuals and teams consciously decide who they want to become and facilitates the transformation process. Her work spans all organizational levels, from the C-suite to directors, across diverse organizations, including big four firms and start-ups.

In her one-on-one coaching, Carol helps leaders identify core values, enhance their leadership skills, create a vision for their future, and build fulfilling careers. With leadership teams, she focuses on improving dynamics and gaining organizational clarity through workshops on topics such as strategic planning, team communication, effective feedback, and conflict management.

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Carol has driven meaningful impact across industries. For a CEO in health and wellness, she clarified business priorities and long-term ownership strategies. She helped a hospitality HR director develop self-confidence and an impactful executive presence. An executive director in the non-profit sector improved communication and relationship-building skills under her guidance, while an SVP of sales at a national hospitality company solidified team development priorities and personal growth goals.

Carol previously served as the Chief Communications and Marketing Officer for USA Gymnastics, where she oversaw communications, marketing, events, and partnerships, and led the organization through a cultural transformation leading up to the 2021 Tokyo Games. Before that, she spent nine years at Vail Resorts, starting as in-house legal counsel before transitioning to Chief of Staff to the CEO and later Vice President of Communications and Marketing Operations. Carol began her legal career at Gibson Dunn in Los Angeles and has also held multiple leadership roles at a rapidly growing public company, including head of Communications, Chief of Staff to the CEO, and in-house counsel.

Beyond her professional roles, Carol has been an active contributor to her community. She served on the Colorado Civil Rights Commission and the Board of Directors for The Girls Athletic Leadership School of Denver (GALS).

Carol holds a Bachelor of Arts in International Relations and a Juris Doctor from the University of Southern California. She is currently pursuing a Master's in the Psychology of Leadership at Penn State University.



Kairos Insights

Cultivating Healthy Organizations & Capable Leaders