

# Theresa Welbourne



**Theresa Welbourne** is an Affiliated Research Professor at the Center for Effective Organizations (CEO) in the Marshall School of Business, University of Southern California. She is also the Will and Maggie Brooke Professor in Entrepreneurship Institute at The University of Alabama. In addition, Theresa is the founder, President and CEO of eePulse, a company in the

HR technology business that has led the charge to transform surveys into leadership tools.

Dr. Welbourne's work focuses on human capital and leadership strategies that drive growth, innovation and high performance. She is known for her work on employee energy and how energy, direction and confidence come together to stimulate and sustain high sense of urgency cultures and organizational growth. Theresa does extensive research and consulting with initial public offerings (IPOs) and firms undergoing high change, including mergers and acquisitions. Other areas of expertise include employee engagement, data-driven story telling, Fast HR and entrepreneurship.

She also established and manages the Leadership Pulse ([www.leadershippulse.com](http://www.leadershippulse.com)), which connects leaders using a data-driven approach to learning. Lastly, she teaches data-driven storytelling, which is a skill used by numerous leaders, workforce analytics groups and entrepreneurs to drive higher performance.

Dr. Welbourne's research and work have been featured in popular publications such as Inc. Magazine, Wall Street Journal, The Financial Times, Business Week, New York Times, and Entrepreneur Magazine and published in books and in journals such as the *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Journal*

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*of Management, Human Resource Planning, Journal of Organization Behavior, Journal of Applied Psychology, Leader to Leader, Organization Dynamics and Group and Organization Management.* Theresa is a prolific writer, well known speaker, and she focuses on turning rigorous research into practical tools that are being used by organizations around the world. She consults with numerous organizations in multiple industries including manufacturing, high technology, telecommunications, financial services, and professional consulting organizations. Theresa was awarded the 2012 Academy of Management Distinguished HR Executive Award (for contributions in research, teaching and practice). She was named a Top Technology Trendsetter in 2014 by *Survey Magazine*.

[http://ceo.usc.edu/research\\_scientist/welbourne.html](http://ceo.usc.edu/research_scientist/welbourne.html)

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