

**Kelly Capra, PhD**

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**Kelly Capra, PhD**, is an accomplished HR Leader and Executive Coach with over 30 years of diverse HR expertise. She is dedicated to helping individuals and organizations thrive, partnering with executives and leaders to drive growth, foster a dynamic culture, and create a positive employee experience. Kelly works with CEOs to develop scalable HR infrastructures by aligning people strategies with business objectives. Skilled in both strategic vision and hands-on execution, she has extensive experience across all HR functions, with a focus on talent acquisition, employee engagement, culture building, and change management.

In her coaching practice, Kelly empowers leaders at all levels to exceed their potential, fostering both personal growth and measurable business outcomes. She is passionate about guiding leaders through transformative development, emphasizing a collaborative approach that builds trust and accountability. Her coaching style is individualized and practical, combining support with straightforward, transparent feedback. She specializes in leadership and executive coaching, feedback and development coaching, high-potential development, and coaching for new leaders.

Before founding her own consultancy, Kelly held top HR executive roles in both public and private companies. She has a proven record of enhancing leadership capabilities and team performance, working with CEOs and senior leaders to implement people strategies that enable rapid company growth and scalability. In one of her roles, she supported a company that nearly doubled in size over two years. While much of her experience is in life sciences, Kelly also led HR for a technology company, supporting the attraction, retention, and engagement of 3,500 employees across the Americas. Her experience spans periods of rapid expansion as well as business contraction and successful sale.

Kelly holds a PhD in Organizational Development & Change and a Master of Arts in Human Development from Fielding Graduate University, a Master of Science in Management from Lesley University, and a Bachelor of Science in Social Science from Michigan State University. She also earned a Graduate Certificate in Executive Coaching from William James College and is an ICF Credentialed Coach.