



Dr. Mitchell Levy, Ph.D.

Expert Witness in Leadership Transitions and Governance

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Professional Summary

Dr. Mitchell Levy, Ph.D., has more than three decades of experience advising founders, family business leaders, CEOs, executive teams, and boards of directors regarding leadership effectiveness, governance, executive transitions, and organizational alignment.

His experience includes service as Chairman of the Board and Board Member of Rainmaker Systems (NASDAQ), more than 1,000 executive coaching engagements, three decades of executive advisory work, leadership research, executive education leadership, and publication of more than 750 business books.

His doctoral research focused on executive decision-making and durable value creation under conditions of short-term pressure.

Areas of Expertise

Leadership Transitions

- Founder transitions.
- Generational leadership transitions.
- CEO transitions.
- Executive succession planning.
- Executive onboarding and readiness.
- Forced executive departures.
- Leadership continuity during organizational disruption.
- Evaluation of preparedness for expanded leadership responsibilities.

Family Business Leadership and Succession

- Founder succession.
- Successor readiness and preparedness.
- Family governance structures.
- Ownership versus management role clarity.
- Transition planning initiated too late.
- Founder identity and organizational dependency.
- Family disagreements regarding successor qualifications.
- Preservation of organizational values during leadership transition.

Governance and Executive Leadership

- CEO and board alignment.
- Governance effectiveness.
- Executive leadership effectiveness.
- Decision-right clarity.
- Board and executive role definition.
- Leadership decision-making under pressure.
- Executive compensation governance.
- Alignment between leadership behavior and organizational values.

Board Leadership Experience

Rainmaker Systems (NASDAQ: RMKR)

Chairman of the Board (2012–2013)

Board Member (2003–2013)

Chair, Governance & Nominating Committee

Chair, Compensation Committee

Responsibilities included:

- Governance oversight.
- CEO support and evaluation.
- Executive succession considerations.
- Compensation governance.
- Board-management alignment.
- Strategic guidance during periods of organizational transition.

CEO Networking

Co-Founder and Executive Peer Group Facilitator

Co-founded CEO Networking, a peer-learning organization serving CEOs, founders, family business leaders, business owners, and senior executives.

For approximately ten years, facilitated executive peer groups, leadership discussions, and strategic advisory conversations involving leaders from a broad range of industries, ownership structures, and organizational stages.

Through this work, gained direct exposure to recurring patterns involving:

- Founder transitions.
- Family business succession.
- CEO succession planning.
- Governance challenges.
- Ownership versus management role clarity.
- Executive leadership team effectiveness.
- Leadership decision-making under pressure.
- Executive transitions across the C-suite.

This experience provided a unique opportunity to observe how founders, family business leaders, boards, and executive teams navigate periods of growth, transition, conflict, succession, and organizational change across hundreds of leadership situations.

Executive Advisory Experience

THiNKaha, Inc.

Founder, Executive Advisor, Publisher, and Facilitator

Advise founders, family business leaders, CEOs, executive teams, and boards regarding leadership effectiveness, organizational alignment, governance, executive communication, and leadership transitions.

Representative activities include:

- Executive advisory engagements.
- Executive presence development.
- Leadership team offsite facilitation.
- Executive alignment initiatives.
- Strategic decision-making facilitation.
- Founder transition and succession support.
- Publication of more than 750 business books.
- Worked with hundreds of authors, executives, entrepreneurs, and thought leaders in developing books, expertise, credibility, and organizational influence.
- Oversight and negotiation of business relationships involving authors, publishers, strategic partners, and service providers, including review and execution of more than 1,000 agreements.

Executive Coaching Experience

Marshall Goldsmith 100 Coaches

Executive Coach

Selected member of Marshall Goldsmith's global coaching community.

Coach senior leaders, founders, and executives regarding leadership effectiveness, executive presence, stakeholder alignment, and behavioral change.

Marshall Goldsmith Stakeholder Centered Coaching®

Certified Stakeholder Centered Coach

Provide executive coaching focused on measurable behavior change and leadership effectiveness.

Executive Education Leadership

E-Commerce Management Program (ECM)

Founder and Program Leader

Created what is believed to have been the world's first university-based E-Commerce Management Program through San Jose State University Professional Development.

Program accomplishments include:

- Development and facilitation of more than 50 executive education courses.
- Recruitment, evaluation, development, and management of faculty and subject matter experts.
- Created executive education programs that generated more than 4,700 course enrollments.
- Approximately \$2 million in cumulative program revenue.
- Executive education focused on leadership, strategy, organizational effectiveness, innovation, and business transformation.

Silicon Valley Executive Business Program (SVEBP)

Founder and Executive Education Leader

Developed and led executive education programming through San Jose State University Professional Development and subsequently expanded programming through the University of California, Santa Cruz.

Responsibilities included:

- Executive education program design and leadership.
- Recruitment, evaluation, development, and management of faculty and subject matter experts.
- Curriculum development and quality oversight.
- Executive leadership development programming.
- Program growth and strategic direction.
- Collaboration with university leaders, executives, faculty, and industry experts.

Focused on executive leadership, business strategy, organizational effectiveness, governance, innovation, and leadership development.

University of California, Santa Cruz

Executive Education Program Leadership

Led and expanded executive education programming for executive audiences.

Santa Clara University Leavey School of Business

Graduate Faculty

Taught within the Evening MBA Program.

San Jose State University

Faculty and Executive Education Contributory

Delivered undergraduate instruction and executive education programming through Professional Development initiatives.

Research Experience

Executive Abundance™ Research Initiative

Doctoral Dissertation:

Executive Abundance: A Leadership Framework for Day-to-Day Executive Decisions
Creating Durable Value Under Short-Term Pressure, a Qualitative Capstone

Research informed by:

- More than 1,000 executive coaching engagements.
- Three decades of executive advisory work involving founders, family business leaders, CEOs, executive teams, and boards.
- More than 500 leadership interviews.
- Public company board leadership experience.
- Organizational case observations.

Research focused on leadership effectiveness, decision-making, stakeholder alignment, and organizational outcomes during periods of pressure and transition.

Education

Gateway University

Ph.D., Transformational Leadership & Organizational Development (2026)

Dissertation:

Executive Abundance: A Leadership Framework for Day-to-Day Executive Decisions Creating Durable Value Under Short-Term Pressure, a Qualitative Capstone.

The College of William & Mary – Mason School of Business

Master of Business Administration (1983)

University of Miami

Bachelor of Science, Stochastic and Deterministic Models of Operational Research (1982)

Publications

Author or co-author of 66 books and publisher of more than 750 business books authored by hundreds of thought leaders, executives, and subject matter experts.

Selected titles include:

- Executive Abundance: Leading Through Cycles of Scarcity and Success (2026).
- Credibility Nation (2020).
- Legacy: What It Means in Today's World (2019).
- C-Suite Executives' Guide to Success (2018).

Complete publication list available upon request.

Representative Speaking Engagements

Representative engagements include:

- TEDx presentations.
- University commencement address.
- Executive education programs.
- Leadership development workshops.
- Executive advisory forums.

Topics include leadership transitions, governance, executive effectiveness, organizational alignment, credibility, and leadership under pressure.

Professional Affiliations

- Marshall Goldsmith 100 Coaches.
- Certified Stakeholder Centered Coach.
- Thinkers360 Global Thought Leader Recognition.
- LeadersHum Leadership Recognition.

Prior Expert Witness Experience

Previously retained as an expert witness in a business-related matter involving leadership and business issues.

Testimony History

Depositions

None to date.

Trial Testimony

None to date.