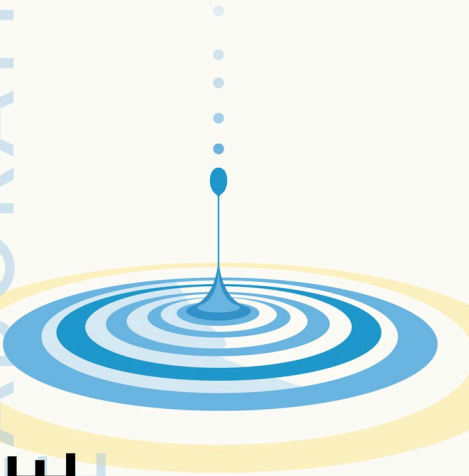


COLLABORATIVE EDGE

CAROL
VALLONE
MITCHELL



*How Leaders **Catalyze**
Change, Turnarounds,
and Transformation*

MEDIA KIT

COLLABORATIVE EDGE

*How Leaders Catalyze Change,
Turnarounds, and Transformation*

CAROL VALLONE MITCHELL,
PHD

Storyhouse Works | October 1, 2026

Paperback \$17.99 | Kindle \$12.99

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FOR IMMEDIATE RELEASE

New book reveals that the leadership traits behind some of the toughest turnarounds at leading organizations weren't strategy; they were collaboration

Collaborative Edge, the culmination of a 25-year study of executives, presents a leadership model identified during that time. It makes a case for why that model will define the most effective leaders—regardless of gender—navigating future change.

PHILADELPHIA, PA—October 1, 2026—For decades, the leadership playbook rewarded whoever spoke loudest and decided fastest. In *Collaborative Edge* (Storyhouse Works, October 1, 2026), leadership researcher, author, and consultant Carol Vallone Mitchell, PhD, argues that the demands of leadership have outgrown the traditional model. In its place she offers an extensively researched alternative for executives to lead through crisis and complexity.

"My research began with a single question: What makes women successful leaders?" explains Mitchell, who studied executives across Fortune 500 and S&P 600 companies. "I found that behaviors such as reading a room, sharing credit, and building genuine, unified purpose were not gendered workarounds; they were a leadership discipline. Men who led the same way showed the same underlying pattern."

That pattern is *Collaborative Edge*, a three-part model built from the inside out around "core domains" of Perceptive, Inclusive and Participative leadership.

Through stories of leaders navigating real-world challenges, including those from Microsoft, General Motors, and Walgreens Boots Alliance, Mitchell brings the model to life. She shows what collaborative leadership looks like in tough times and demonstrates how to develop these crucial capabilities.

Collaborative Edge explains how to:

- Read a room and adjust your style before it costs you trust.
- Build shared accountability that holds up under real pressure.
- Diagnose your leadership strengths and gaps using the self-assessment.
- Build genuinely collaborative teams with structured exercises and team-development tools.

ABOUT THE AUTHOR

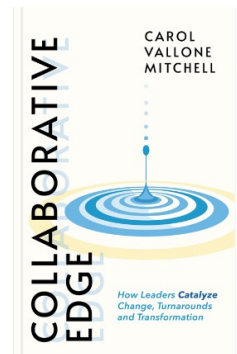
Carol Vallone Mitchell, PhD, has more than 25 years of experience in studying executive leadership, first as a research scientist in the biopharmaceutical industry and then as a management consultant. She is cofounder of the leadership consulting firm Talent Strategy Partners. *Collaborative Edge* is her third book, following *Breaking Through "Bitch"* (2015) and *Collaboration Code* (2021).

Collaborative Edge: How Leaders Catalyze Change, Turnarounds, and Transformation by Carol Vallone Mitchell, PhD, \$17.99 (Amazon).

For review copies, excerpts, or to schedule an interview with Carol Vallone Mitchell to discuss her book or related topics, contact Stacy Bronstein at Merit Communications.

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COLLABORATIVE EDGE

Collaborative Edge gives leaders a research-based model for leading through crisis, change, turnarounds, and transformation. Carol Vallone Mitchell, PhD, identifies the three domains that set collaborative leaders apart (Perceptive, Inclusive, and Participative) and shows any leader how to build them.

For decades, the leadership playbook rewarded whoever spoke loudest and decided fastest. That playbook is no longer enough. In *Collaborative Edge*, leadership researcher and consultant Carol Vallone Mitchell, PhD, presents a model of collaborative leadership drawn from her study of executives across Fortune 500 and S&P 600 companies, and proven across industries and economic cycles.

The model rests on three domains that build on one another from the inside out: Perceptive, awareness that guides leadership behavior; Inclusive, openness that broadens perspective; and Participative, shared power that drives collective accountability.

Mitchell's research began with women executives. She found that the behaviors behind their success were not gendered workarounds but a leadership discipline, and that men who led the same way showed the same pattern. Through stories of leaders at organizations including Microsoft, General Motors, and Walgreens Boots Alliance, she shows what collaborative leadership looks like when the stakes are highest.

The book includes a self-assessment that helps leaders diagnose their strengths and gaps, along with development guides, structured exercises, and team-development tools.

TITLE	<i>Collaborative Edge: How Leaders Catalyze Change, Turnarounds, and Transformation</i>
AUTHOR	Carol Vallone Mitchell, PhD
PUBLISHER	Storyhouse Works
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CAROL VALLONE MITCHELL, PHD



Headshot photo: Maura B. McConnell

SHORT BIO

Carol Vallone Mitchell is the cofounder of the leadership consulting firm Talent Strategy Partners, and she holds a PhD in organizational psychology. *Collaborative Edge: How Leaders Catalyze Change, Turnarounds, and Transformation* is her third book on leadership.

MEDIUM BIO

Carol Vallone Mitchell, PhD, is cofounder of Talent Strategy Partners, a twenty-five-year-old leadership consulting firm working with organizations to identify and develop leaders who can nurture a healthy workplace culture and drive exceptional results.

She is author of three books grounded in her original research: *Breaking Through “Bitch”: How Women Can Shatter Stereotypes and Lead Fearlessly* (2015); *Collaboration Code: How Men Lead Culture Change and Nurture Tomorrow’s Leaders* (2021); and now, *Collaborative Edge: How Leaders Catalyze Change, Turnarounds, and Transformation* (2026).

Carol earned her doctorate in organizational psychology from the University of Pennsylvania, and her bachelor’s degree in microbiology from Rutgers University. She received a US patent for molecular biology research conducted at DuPont.

Carol lives in the Philadelphia area with her husband and son.

LONG BIO

Carol Vallone Mitchell, PhD, is a leadership researcher, author, and management consultant. She is cofounder of Talent Strategy Partners, a twenty-five-year-old leadership consulting firm

that works with organizations to identify and develop leaders who can nurture a healthy workplace culture and drive exceptional results.

Carol came to leadership by way of science. She began her career as a research scientist in the biopharmaceutical industry, and she received a US patent for molecular biology research conducted at DuPont. She has studied executive leadership throughout her career, first as a scientist and then as a management consultant, including research on executives across Fortune 500 and S&P 600 companies.

That research is the foundation of her three books: *Breaking Through “Bitch”: How Women Can Shatter Stereotypes and Lead Fearlessly* (2015); *Collaboration Code: How Men Lead Culture Change and Nurture Tomorrow’s Leaders* (2021); and *Collaborative Edge: How Leaders Catalyze Change, Turnarounds, and Transformation* (2026). *Collaborative Edge* brings that work together in a single model of collaborative leadership, built on three domains (Perceptive, Inclusive, and Participative) that any leader can develop.

Carol earned her doctorate in organizational psychology from the University of Pennsylvania and her bachelor’s degree in microbiology from Rutgers University. She lives in the Philadelphia area with her husband and son.

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BACKGROUND

THE STORY BEHIND THE BOOK

Carol Vallone Mitchell's research began with a single question: What makes women successful leaders? Studying executives across Fortune 500 and S&P 600 companies, she found that behaviors such as reading a room, sharing credit, and building a unified purpose were not gendered workarounds. They were a leadership discipline, and men who led the same way showed the same pattern. *Collaborative Edge* turns that discipline into a model any leader can learn and practice.

Carol can speak about

- Why the traditional leadership model is no longer enough
- The three domains of the *Collaborative Edge* model: Perceptive, Inclusive, and Participative
- Why collaborative leadership isn't a "soft" alternative to traditional leadership
- Leading through crisis, change, turnarounds, and transformation
- How leaders can move from individual expertise to collective intelligence
- What studying women executives revealed about leadership for everyone
- Why men are essential to the evolution of collaborative leadership
- How leaders can develop their own *Collaborative Edge*

Speaking topics

The Collaborative Edge: The Leadership Capabilities Organizations Need Now

Why the traditional leadership playbook falls short, and the three domains that set collaborative leaders apart.

Leading Through Complexity, Change, and Transformation

How collaborative leaders build the shared purpose and accountability that turnarounds and transformations require.

From Heroic Leaders to Catalysts

Why the most effective leaders move from individual expertise to collective intelligence, and how to make the shift.

The Research Behind the Model: What Women Executives Revealed About Leadership for Everyone

How a study of successful women executives uncovered a leadership discipline that men and women share.

How to Build Collaborative Teams

Practical tools for helping teams read the room, broaden perspective, and own outcomes together.

SUGGESTED INTERVIEW QUESTIONS

-
- 01 What is the *Collaborative Edge* model, and why does it work from the inside out?
 - 02 For decades, leaders were rewarded for speaking loudest and deciding fastest. What changed?
 - 03 Your research began with women leaders. Why did it end up being about leadership for everyone?
 - 04 Why should men read *Collaborative Edge*?
 - 05 What does it mean to “read the room”?
 - 06 Can collaboration really work in a crisis?
 - 07 Does collaborative leadership mean giving up power?
 - 08 Why isn’t collaborative leadership a “soft” skill?
 - 09 What did the leaders behind the turnarounds you studied have in common?
 - 10 How does a team build shared accountability that holds up under pressure?
 - 11 What does the book’s self-assessment measure, and who should take it?
 - 12 What can a leader do differently tomorrow?
-

KEY RESEARCH AND STATISTICS

These figures come from independent research and provide context for the issues Collaborative Edge addresses. They are not findings from Carol's own research.

20%

of employees worldwide were engaged at work in 2025.

Gallup, State of the Global Workplace 2026

gallup.com/workplace/349484/state-of-the-global-workplace.aspx

22%

of managers worldwide were engaged in 2025, down from 31% in 2022.

Gallup, State of the Global Workplace 2026

gallup.com/workplace/349484/state-of-the-global-workplace.aspx

67%

of the maximum possible financial benefit is what organizations with successful transformations reported capturing. Organizations with unsuccessful transformations reported about 37%.

McKinsey Global Survey, December 2021 (1,034 respondents)

mckinsey.com/capabilities/people-and-organizational-performance/our-insights/successful-transformations

3% to
5%

of employees account for 20% to 35% of value-added collaborations, according to data collected over two decades, during which time spent on collaborative work grew by 50% or more.

Rob Cross, Reb Rebele, and Adam Grant, "Collaborative Overload," Harvard Business Review, January–February 2016

hbr.org/2016/01/collaborative-overload

11%

of Fortune 500 companies were led by women in 2026, a record 55 CEOs.

Fortune, June 3, 2026

fortune.com/2026/06/03/how-many-women-are-fortune-500-ceos/

PRAISE FOR COLLABORATIVE EDGE

“What if one of the leadership qualities we have historically dismissed as ‘soft’ is actually one of the most powerful drivers of organizational success? In Collaborative Edge, Carol Mitchell makes a compelling case that collaboration isn’t a nice-to-have leadership skill. Rather, it may be the centerpiece of great leadership. Collaborative Edge offers a powerful reframing of what effective leadership looks like, along with an actionable framework for any leader who wants to develop this often-overlooked advantage. It will challenge leaders to rethink not only how they lead, but also which leadership qualities we have been undervaluing all along.”

Katina Sawyer, Ph.D.

associate professor of management and organizations, University of Arizona; author of *Leading for Wellness*

“What if the expectations placed on women—strength without swagger, confidence without ego, authority without dominance—are what modern leadership requires of all of us? Collaborative Edge draws on Carol Mitchell’s twenty-five years of research on leaders who actually catalyze change: the ones who rely on empathy, shared power, and strength to inspire and get things done. These are the people—men and women alike—who make a difference for their companies, and maybe more importantly for the people they lead.”

Annie McKee

adjunct professor; director, Penn CLO Executive Doctoral Program, University of Pennsylvania; New York Times best-selling author of *Resonant Leadership*, *Primal Leadership*, and *How to Be Happy at Work*

“Most leaders don’t need to be convinced that collaboration matters. They need to know how to make it happen. Collaborative Edge takes you from ‘why’ to ‘how,’ with practical ideas you can put to work immediately for yourself, your team, and across your organization.”

J. Glade Holman

partner, Park Li Group

“A great read for surgeons and others who lead every day, in the OR and in the hospital overall. Leading in the most complex environments, no one person, no matter how expert, can possibly have all the answers. Carol Mitchell’s book shows how leaders bring together diverse perspectives and create conditions where people will contribute their ideas.”

Diana Farmer, M.D.

Department Chair, Pediatric and Fetal Surgeon, California

MEDIA INQUIRIES

For review copies, excerpts, or to schedule an interview with Carol Vallone Mitchell, contact:

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Press release	PDF
Book cover, high resolution	JPG, 1650 x 2550 px, 300 dpi
Author headshot, high resolution	JPG, 5260 x 7890 px, 300 dpi
Author headshot, web size	JPG, 1000 x 1500 px

Headshot photo: Maura B. McConnell