

“Sometimes, to achieve something **spectacular**, you have to go **beyond the comfort zone**.”

**Laura Freebairn-Smith is a co-founder and partner at OPG.**

Laura helps leaders redesign their organizations and create strategic plans through organizational development guidance. Laura also teaches at Yale’s School of Drama and the Yale Office of International Affairs. Prior to this work, Laura served as Yale’s Director of the Organizational Development and Learning Center, which she helped create in 1999.



In addition to her work with OPG’s clients, Laura teaches leadership, diversity, and team building at Yale’s School of Drama. Prior to that, she served as Director of Yale’s Organizational Development and Learning Center, which she helped create. Her work and career have three major foci:

- Leading the creation of extraordinary organizational cultures
- Guiding groups, large and small, to greater effectiveness and impact
- Consulting on organizational development issues with a special emphasis on strategic planning and organizational redesign

Laura’s background includes a BA from UC Berkeley (Philosophy and Political Science) and an MBA from the Yale School of Management. She holds a doctorate in Organizational Systems and has published articles and chapters on organizational development topics, most recently the impact of gender on inequity in compensation.

Prior to joining Yale, Laura founded Good Work Associates, a consulting firm providing strategic planning and organizational development services. Before that, she served as Managing Director for the Gesell Institute of Human Development, as Chief Operating Officer for Jobs for the Future, and as Education Coordinator for the International Rescue Committee on the Thai-Cambodian border.

In addition to her tenure at Yale, Laura has taught at University of New Haven, Georgetown University, and Central Connecticut State University. Laura has received several leadership awards. She is committed to being a catalyst for the planting of one million trees in her lifetime.

---

EMAIL LAURA AT  
[LFREEBAIRNSMITH@ORGPG.COM](mailto:LFREEBAIRNSMITH@ORGPG.COM)