



**STRATEGIC ADVISOR**

**Sue Kristjansson**

**Leadership & Organizational Performance**

*Executive Advisor | Facilitator | Utility Leader*

**Strategic leadership and organizational advisory for leaders and teams seeking stronger alignment, performance, and resilience.**

## Leadership Profile

Sue Kristjansson is Founder and Principal Consultant of SJK Executive Advisors, a leadership and organizational advisory firm focused on helping organizations strengthen alignment, improve performance, and build resilient, engaged teams.

With more than two decades of leadership experience, Sue has served as President & CEO of Oak Ridge Utility District, President & COO of Berkshire Gas Company, and earlier held leadership roles at SoCalGas. Her background combines strategic leadership, operational excellence, organizational design, and direct experience with public gas utilities and leaders across regulated and community-owned environments. She holds an MBA with a specialization in Organizational Leadership and has also served as an adjunct professor of leadership.

### ADVISORY APPROACH

- Align people, processes, and purpose to improve outcomes
- Diagnose structural and systemic issues affecting effectiveness
- Strengthen leadership clarity, trust, and decision-making
- Build environments where employees feel connected and valued
- Look beneath the surface to address how and why teams operate

### AREAS OF FOCUS

- Organizational design and structural alignment
- Leadership development and executive effectiveness
- Operational efficiency and process improvement
- Employee engagement and culture
- Strategic planning and change leadership

## Clearer direction, stronger alignment, and empowered teams

### Who Sue Works With

- Senior executives leading complex organizations or systems
- Teams navigating change, growth, or operational challenges
- Organizations seeking stronger alignment between strategy and execution
- Leaders focused on building high-performing, engaged teams

### SIGNATURE VALUE

Sue combines executive leadership experience with a systems-level perspective, helping organizations identify hidden barriers to performance and create the alignment needed to operate more effectively, resulting in stronger leadership, clearer direction, and more empowered teams.

### Experience & Perspective

|                                  |                                                                                                                   |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------|
| <b>20+ Years</b>                 | Executive leadership and organizational advisory experience                                                       |
| <b>Utility Leadership</b>        | President & CEO, Oak Ridge Utility District; President & COO, Berkshire Gas Company; leadership roles at SoCalGas |
| <b>Public-Sector Perspective</b> | Experience with public gas utilities, municipal or cooperative environments, CEOs, and boards                     |
| <b>Education</b>                 | MBA with a specialization in Organizational Leadership; adjunct professor of leadership                           |

### A Good Fit When You Need To...

- |                                                      |                                                               |
|------------------------------------------------------|---------------------------------------------------------------|
| ✓ Align leadership, people, processes, and purpose   | ✓ Strengthen executive effectiveness and decision-making      |
| ✓ Navigate growth, change, or operational challenges | ✓ Improve culture, engagement, and organizational performance |

Questions? Contact [Academy@PublicPower.org](mailto:Academy@PublicPower.org)