



Korey S. Mercier

Leadership Alignment Architect
Fixing Cross-Functional Friction & AI Chaos for SMBs



HERDING
WOLVES

WHO I AM

Senior technology executive and operations leader with over 25 years of experience in:

- Driving global corporate strategy and digital evolution to fuel business growth
- Systems Architecture – Engineering and leading all aspects of product development
- Leadership coaching for high-performing teams of talented professionals
- Negotiation, conflict resolution, and translation between functional leaders
- Promoting a community atmosphere that fosters innovation and entrepreneurship

CREDENTIALS



MASTER OF BUSINESS ADMIN (MBA)
Virginia Tech, Pamplin College of Business



BACHELOR OF COMPUTER SCIENCE
Virginia Tech, Blacksburg, Virginia



ISO/IEC 27001:2013 LEAD AUDITOR
BSI Group, Information Security Management



NEGOTIATION DEFENSE SYSTEM MASTERY
88 Owls – Mentor, Learning Committee Chair



NEGOTIATION PROFESSIONAL
American Negotiation Institute

AFFILIATIONS



INNOSPHERE VENTURES – SAGE ADVISOR
Social and Advisory Group for Entrepreneurs



RMAIG – CORPORATE SPONSOR
Rocky Mountain AI Interest Group



AI PIONEERS CLUB – FOUNDING MEMBER



7CTOs



OPERATORS GUILD



TECHYEET



FRACTIONALS UNITED

WHO I HELP

Tech-forward, rapidly growing companies preparing to scale:

- SMBs with 13–130 employees and at least \$1M in ARR
- Founder-led leadership teams losing cross-functional alignment
- High-talent, strong-willed executives with conflicting goals
- Engineering, Product, and Operations experiencing friction
- Increasing AI risk or unmanaged AI adoption (shadow AI)

I specialize in **Herding Wolves** – empowering independent thinkers, aligning leadership teams, and reducing AI-driven risk – without slowing innovation. *Because herding cats is too easy.*

WHAT I DELIVER

- Leadership teams aligned around clear priorities
- Product, Engineering, and Operations running as one pack
- Coaching for technical executives and emerging leaders
- Stable operating rhythms that reduce rework and assumptions
- Clear ownership, accountability, and cross-functional alignment
- AI readiness, governance, and responsible adoption

The result: Teams move faster, leaders make clearer decisions, and execution becomes predictable again.

HOW I ENGAGE

⌚ **Pack Alignment & AI Readiness Audit (2 weeks)**

Diagnostic across leadership alignment, cross-functional friction, decision systems, and AI governance.

⌚ **Pack Alignment Intensive (30–45 days)**

Hands-on realignment across Product, Engineering, and Operations. Repair decision clarity, communication, and working agreements.

⌚ **Fractional Alignment & Execution Leadership (Ongoing)**

Long-term cross-functional leadership support (CTO/COO/CIO), execution momentum, coaching, and AI oversight/governance.

WHERE TO FIND ME

If your leadership team is misaligned or friction is slowing execution, schedule a Pack Alignment & AI Readiness Audit.

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LinkedIn linkedin.com/in/korey

Website herdingwolves.com

Meeting [Schedule a meeting](#)