



# Korey S. Mercier

The advisor you call when you're too close to see the problem, or too cautious to say it.



## WHO I AM


Trusted advisor drawing on 30 years in technology and operations leadership

- Pattern recognition across teams and functions, seeing risks before they escalate.
- Fluent translation between technical and business leaders across the org chart.
- Negotiations, conflict resolution, and the ability to surface what others aren't saying.
- Coaching technical leaders who were never trained to lead – or have hard discussions.
- Wired as an engineer. Comfortable in the conversations most people avoid.

## 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

 **RMAIIG – CORPORATE SPONSOR**  
Rocky Mountain AI Interest Group

 **AI PIONEERS CLUB – FOUNDING MEMBER**

 **7CTOs**       **OPERATORS GUILD**

 **TECHYEET**       **FRACTIONALS UNITED**

## WHO I HELP

Leaders of tech-forward companies with growing complexity:

- Founder-led teams navigating the jump from traction to real scale.
- Teams moving quickly with AI as part of how they build and operate.
- Investors and board members watching execution start to drift.

I specialize in **Herding Wolves** – helping strong-willed, high-talent teams run in the same direction by restoring alignment, repairing friction, and naming what nobody inside will say out loud.

*Because herding cats is too easy.*

## WHEN SOMETHING FEELS OFF

- Your CTO and CPO haven't agreed on anything in months.
- Decisions get made, then quietly revisited, then made again.
- AI tools are spreading across the company with no real ownership.
- Your best engineer just got promoted... and it's not going well.
- The founder has become the default mediator for everything.
- Strong leaders have stopped really listening to each other.
- People can see the problem, but they're unwilling to say it out loud.

*In short:* Something feels off, and you can't put your finger on why.

This isn't a talent problem. It's an alignment problem.

## HOW I ENGAGE

 **Alignment Assessment (~2 weeks)**

A structured look at what's actually going on – where decisions break down, where friction shows up, and where the real risks are.

 **Focused Intervention (30–45 days)**

A targeted engagement to address the specific issues causing friction.

 **Advisory Retainer (Ongoing)**

Long-term support when you need another set of eyes in the room – for decisions, dynamics, and the moments that matter.


## WHEN TO CALL ME

Uncontrolled AI adoption. Unresolved leadership friction. If something feels off and nobody inside can name it, that's when you call me.

 korey@herdingwolves.com

 linkedin.com/in/korey

 herdingwolves.com

 Book a conversation