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Kia is the director of Greater Good Workplaces at Greater Good Science Center (GGSC). He has over 20 years of experience helping leaders, teams, and organizations with collaborative change, and he has served as a consultant to a wide variety of organizations, including tech, biotech, and fintech companies, healthcare organizations, universities, NGOs, UN agencies, and nonprofits. Kia grounds his work in the science of prosociality and uses creative methods such as “instant dance parties” and Boal-informed theater techniques to achieve results. He is a certified executive coach, an Appreciative Inquiry Facilitator, Zenger Folkman 360 Extraordinary Leader Facilitator, and Core Strengths Facilitator. Kia’s TEDx talk, “How We Can Reshape Diversity, Equity, and Inclusion Together,” has over 77,000 views, and for his work supporting major culture change efforts at scale, Kia was awarded the *Chief Learning Officer* magazine’s Silver Award for Innovation for his accomplishments in helping to shift the organizational culture of UC Berkeley’s 8,000 staff.