

ANDRÉA HAWKINS PROFILE



Andréa Hawkins is the CEO and founding Partner of [Leading Culture Solutions](https://leadingculturesolutions.com), a boutique business advisory firm serving organizations in several practice areas including Strategic Planning, Culture Transformation, Leadership Development, Interim Executive Leadership and Organizational Health all offered through a belonging lens.



Andréa approaches leadership with a unique blend of emotional intelligence and strategic consulting that helps organizations build employee and customer-based solutions by linking innovation with culture.

With over 20 years of experience in executive leadership roles, she has led transformational change in Healthcare, Finance, and Insurance within Fortune 100 companies. Leveraging her expertise, she now assists small and mid-sized For- and Not-For-Profit organizations scale and grow.

In 2023, Governor Ned Lamont appointed Andréa to serve on CT's *Social Equity Council*, to help shape policy and ensure communities negatively impacted by the "war on drugs" benefit from our state's cannabis revenue. She was recently invited to serve on her alma mater, Central Connecticut State University's, Advisory Board to help shape the future of education readiness for the next wave of the workforce and other matters. She is the Past President of the Amistad Center for Art & Culture, where she twice received the Millard Pryor Award for Service. She also received the *Champion of Change* award from Girls for Technology, Inc. in 2023. Andréa and her husband Doug owned and operated three cafes within greater Hartford for 10 years until Doug, the General Manager, retired in June 2025. In 2021 the pair established the Berkins Family Fund to support nonprofit organizations assisting entrepreneurial people of color interested in starting new businesses. Their service to the community and successful business acumen earned them the *Entrepreneurial Spirit* award from the Greater Hartford Urban League in 2023.

For more information on Andréa Hawkins and Leading Culture Solutions, visit <https://leadingculturesolutions.com/meet-the-founder/>.

EDUCATION

- Master of Science in Organizational Behavior - Change Management, University of Hartford
- Bachelor of Science in Business Management, Central Connecticut State University

PROFESSIONAL CERTIFICATIONS

- ProSci (ADKAR) – Certified Change Leader
- Herrmann Brain Dominance Instrument (HBDI) Practitioner
- Thomas-Kilmann Instrument (TKI) Conflict Management Certified

CONTACT

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