WORKING RIVER
LEADERCRAFT™ & CULTURE

Damaris Patterson Price | Leadership Systems Strategist | Business Results by Leadership Design™

Organizations can have talented leaders and still struggle with inconsistent execution, uneven accountability, and unpredictable employee experiences. Often, the underlying problem isn't individual leadership capability. It's the absence of a sufficiently designed and consistently delivered leadership system. This is the core of Damaris' work.

Damaris Patterson Price is the Principal of Working River Leadership Development, where she helps organizations reduce leadership variability and build the management systems required to deliver more predictable business results.

Her proprietary **LeaderCraft™ Framework** connects four essential dimensions:

- **Leadership Anchored:** Aligning leadership capabilities with strategic priorities and required business results.
- **Leadership Designed:** Defining what leaders must know, do, and accomplish.
- **Leadership Delivered:** Establishing consistent management practices that translate expectations into action.
- **Leadership Experienced:** Creating the conditions for belonging, engagement, contribution, and performance.



Through Leadership Architecture™, Management Infrastructure™, and Operational Belonging™, Damaris helps organizations move beyond developing individual leaders to strengthening the systems through which leadership is practiced and experienced.

Her facilitation style blends strategic thinking with genuine curiosity, creating spaces where people feel comfortable sharing ideas, learning from one another, and building relationships across differences.

"After having Damaris as my coach, I approach my divisions OKRs in a completely different way... Obviously, that made leadership happy. What surprised me was the effect it had on my team."
Bill Z. Sales & Business Development

Signature Disciplines

Leadership Architecture™ | Anchored + Designed
Management Infrastructure™ | Delivered
Operational Belonging™ | Experienced

Services

Executive Coaching
Assessment & Diagnostics
Strategic Consulting
Leadership Development
Management Development
Workshops & Speaking
Professional Development

© 2026 Working River Leadership Development, LLC All Rights Reserved.

With more than 30 years of experience, Damaris has delivered development services and solutions to leaders in six countries: the United States, Canada, the United Kingdom, India, Spain, and Germany.

While leadership challenges take different forms across industries, the need for clear expectations, consistent management practices, and effective leadership is universal. Damaris has worked with organizations across a remarkably diverse range of operating environments, including public library systems, corporate retail, commercial real estate, chemical laboratories, senior living organizations, federal agencies, auditing and accounting firms, financial and insurance services, marketing and public relations, higher education and independent schools, technology firms, nonprofit agencies, specialty food manufacturing, foundations, professional associations, boards, physician cohorts, large hospital systems, and law practices.

Damaris is the author of Unlock Your Leadership: Secrets and Straight Answers on Standing Out, Moving Up, and Getting Ahead as the Leader You Really Are, which *Kirkus Reviews* describes as “a road map, a practical, in-depth guide, and the closest thing to having a personal career coach.”

Damaris is a board-certified executive coach and certified OD strategist, with additional credentials from the Gestalt Institute of Cleveland, where she also serves on faculty.

2026
OFFICIAL MEMBER
Forbes
Coaches Council

She holds a master’s degree in organizational psychology and serves as an adjunct faculty member at Cleveland State University, where she teaches in the areas of belonging, gender, leadership, and organizational development.

Whether working with boards, executive teams, managers, or frontline teams, Damaris believes that the most meaningful leadership experiences don't simply transfer knowledge. They strengthen relationships, renew purpose, and create the conditions for people to do their best work together. Damaris lives near Cleveland, Ohio, with her teenage twins and Biggs, a shamelessly mischievous mutt.

Organizations Partner with Damaris To:

Anchor & Design Leadership

- Align leadership capabilities with strategy and required business results.
- Clarify leadership expectations and competencies.
- Strengthen leadership architecture and succession readiness.

Deliver Leadership

- Improve management consistency, accountability, and execution.
- Reduce manager-to-manager variability.
- Increase leadership effectiveness across teams.

Experience Leadership

- Strengthen team conditions that enable belonging, engagement , contribution, and performance.
- Build cultures where people and performance thrive together.

"When a colleague from a competing firm heard about the great leadership development my managing associates were getting, I was reluctant to give him her information. Of course, she deserved the referral. Damaris does outstanding work, but I didn't want to give away our edge.”
– Chuck T. Partner, Law

Ready to talk? Contact Damaris Patterson Price at Damaris@workingriver.com.

© 2026 Working River Leadership Development, LLC All Rights Reserved.