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Dr. Ann Kowal Smith serves as chief executive officer and founder of Reflection Point. Reflection Point uses facilitated discussions of powerful stories to build bridges, flip perspectives and deepen shared understanding. They have worked with organizations all over the world and in eight languages to foster inclusion, innovation and collaboration. Smith has also served as principal with Heidrick & Struggles International as well as strategy expert with McKinsey & Company. Prior to joining McKinsey, Smith practiced corporate and securities law in private and corporate settings. Smith earned her A.B. degree from Bryn Mawr College, her M.A. degree from the University of Michigan and both her J.D. and D.B.A. degrees from Case Western Reserve University. Her dissertation examined organizational learning and innovation.