MAYA KRAFT

Board Director | Board Advisor | Former COO & President
San Francisco Bay Area • linkedin.com/in/mayakraft

BOARD PROFILE

Operating executive and former board member who helped scale Validant, a global regulatory, compliance and quality consulting firm serving the life sciences industry, from startup to a $100M+ enterprise, and readied it for institutional investment culminating in its 2018 acquisition by GHO Capital; chaired its board Compensation Committee. Since 2018, an Operating Advisor to private equity firms focused on healthcare services and a leadership development consultant to executive teams and boards. Brings an organizational psychology lens to the boardroom: building strong leadership teams, aligning incentives with strategy, and strengthening the culture that drives performance through growth and transition.

BOARD-RELEVANT EXPERTISE

- PE operating advisory, diligence & transactions
- Scaling founder-led services companies ($0 to $100M+)
- Executive compensation & long-term incentive plans
- CEO & executive team effectiveness & succession
- Legal, regulatory & compliance oversight
- Human capital & organizational strategy
- Culture, change & organizational development
- Governance & board effectiveness

BOARD EXPERIENCE

Validant **2012 – 2018**

Board Member | Chair, Compensation Committee | Member, Long-Term Incentive Plan Committee

- Chaired the Compensation Committee, leading the board's annual compensation decisions.
- Served on the Long-Term Incentive Plan (LTIP) Committee, shaping the company's LTIP program to align leadership incentives with long-term value creation.
- Served through the company's high-growth phase and guided investment readiness after 13+ years of private ownership, contributing to the majority acquisition by GHO Capital (December 2018).

PROFESSIONAL EXPERIENCE

Maya Kraft Consulting **2018 – Present**

Founder & Principal | San Francisco Bay Area

- Operating Advisor to private equity firms focused on healthcare and life sciences services:
  - Grant Avenue Capital: diligence on several transactions; member of the deal team for the investment in CREO, a life sciences and healthcare consultancy.
  - Ares Management: diligence on several transactions; member of the deal team for the investment in The Lockwood Group.
- Designs and facilitates leadership development for executive teams, boards and managers in private, public, nonprofit, startup and international organizations, building cohesion, trust and alignment.
- Conducts needs analyses and cultural assessments to help clients build systemic, scalable foundations for sustainable growth; organizational development and change management.
- Certified Dare to Lead™ facilitator; uses CliftonStrengths, DiSC and Six Types of Working Genius. Guest speaker, SF State Women Emerging Leaders Forum (WELF) and Cospire (2023).

Validant **2005 – 2018**

Chief Operating Officer & President, Operations | San Francisco, CA

Global regulatory, compliance and quality consulting firm serving 20 of the top 30 pharmaceutical, 25 of the top 30 medical device and 7 of the top 10 biotech companies, with offices in North America and Europe.

- Helped scale the firm from startup to a $100M+ global enterprise with 50 internal employees and 300 full-time consultants; opened offices in Chapel Hill, NC and Cork, Ireland.
- Led Business Development, Talent Acquisition, Legal/Compliance and People Operations/HR; set annual goals and targets aligned with compensation and total rewards.
- Professionalized the business and strengthened the executive team, preparing the company for institutional investment and its 2018 sale to GHO Capital.

EDUCATION & CREDENTIALS

- M.A., Psychology (MAP), Industrial & Organizational Psychology — Golden Gate University, 2004
- B.A., Psychology (Minor: Sociology) — University of California, Santa Cruz, 1996
- Certified Dare to Lead™ Facilitator