

Building Healthier Organizations

Effective communication and employee collaboration are pillars of a productive and engaging workplace. Aoife Holden of Saoirse Consulting and Coaching and Danny Lis of PranaCo Consulting have partnered to offer services that help organizations grow from the inside out by strengthening internal communication and proactively addressing the root causes of internal conflict.

Aoife offers expertise in interpersonal dynamics and organizational development from decades of experience as a leader and executive coach. Danny contributes more than fifteen years of experience as a business attorney, having guided a broad variety of companies through their most high-stakes internal and external conflicts. Together, we combine structured problem-solving with insight into human dynamics to create effective and thoughtful solutions.

We take a tailored approach to every engagement, recognizing that each organization is shaped by its own culture, structure, and priorities. Our goal is to resolve conflicts, and provide organizations with tools and strategies to improve team dynamics and support long-term cultural health.

Resolving Conflict Within & Between Organizations



Conflict is one of the most significant and costly challenges for organizations. We offer facilitated conversations and targeted interventions among employees, teams, departments, and organizations, and tailored strategies that proactively address the underlying causes of conflict.

Communication Workshops & Evaluations



Often, a simple misunderstanding triggers a breakdown in relationships and trust, snowballing into strained teams, low morale, and diminished performance. We help organizations avoid those issues by offering custom evaluations, tailored training, and practical tools to address intergenerational communication barriers, clarifying assumptions, and any other communication challenges.

Neurodiversity Awareness & Organizational Support



Roughly 20% of the population is neurodivergent, including individuals with cognitive differences such as ADHD and autism. A neurodiverse workforce brings valuable skills, while introducing interpersonal challenges that many organizations are unequipped to navigate. We provide practical training and workflow adjustments to support diverse cognitive styles.

Organizational Change & Leadership Transitions



Structural shifts and leadership changes with an organization create anxiety and uncertainty, and often disrupt culture. We act as a neutral liaison during these transitions, using a structured approach, tailored messaging, and guided dialogue tools to bridge understanding, address concerns, and ensure smooth transitions.

Closely Held & Family Businesses



Family-owned and closely held businesses face unique challenges where business decisions intersect with personal relationships, legacy, and emotion. We offer a confidential, neutral space to resolve tensions, clarify roles, and support generational transitions while preserving trust and shared vision.

Executive Coach | Strategic Advisor | Harvard-Certified Mediator



Aoife Holden helps organizations resolve conflict, strengthen communication, and lead through change with clarity and compassion. With more than 25 years of leadership experience in healthcare, technology, consulting, global industries, and the public sector she brings a rare blend of strategic insight, operational expertise, and emotional intelligence to her work with C-suite executives, boards, and teams.

As the founder of Saoirse Consulting and Coaching, Aoife partners with organizations to proactively address conflict through facilitated conversations, build psychological safety, and design tailored strategies for collaboration and cultural health. Her approach integrates evidence-based coaching, structured mediation, and organizational development to help leaders navigate high-stakes challenges and unlock long-term growth.

Aoife's career includes leading enterprise-scale initiatives at Providence Health System—integrating 500+ physicians, driving 40% market share growth, and improving operational performance across a \$23B system. Today, she advises clients including Kaiser Permanente, Google, Ellison Institute, independent medical groups, as well as family-owned and closely held businesses navigating generational transitions.

Originally from Ireland, Aoife's commitment to human-centered leadership was shaped by helping her family navigate the healthcare system after her sister's life-altering injury. She is an International Coaching Federation certified executive coach, a Hudson Coaching Institute graduate, and a Harvard-trained mediator with an Executive MBA. Earlier in her career her cross-sector background includes leadership roles with GE Healthcare, Wrigley, Kraft, SC Johnson, and Kimberly-Clark, giving her a unique systems-thinking perspective rooted in human connection.

Beyond her professional work, she is committed to making a positive impact. She serves on nonprofit boards, advocates for expanded healthcare access, and is passionate about developing the next generation of diverse leaders.

Business Consultant | Harvard-Certified Mediator



Daniel (Danny) Lis brings more than fifteen years of high-level legal experience into the world of business consulting. As a Senior Counsel at a national law firm, Danny built his career handling complex commercial litigation across a wide range of industries. He then established himself as a trusted utility attorney for businesses—providing operational guidance, crafting a broad range of agreements, and helping clients resolve interpersonal challenges before they escalated. Along the way, it became clear that many costly legal disputes were caused by avoidable misunderstandings.

During his legal career, Danny honed his ability to listen carefully, communicate effectively, and ask the right questions. Through depositions, negotiations, and crafting legal strategy, he learned how to distill complex interpersonal and operational issues into clear, actionable insights—skills that now translate seamlessly into his consulting work. His legal career also gave him a front-row seat to the internal and external organizational breakdowns that lead to conflict, burnout, and inefficiency.

In 2023, Danny stepped away from the practice of law to ground and recenter himself. He used this period of reflection to find a professional path that draws from his legal experience while aligning with his personal mission to help the people he encounters realize their full potential in life. He also used this time to study psychology and human behavior through the lens of his legal career, deepening his understanding of the internal patterns that drive conflict.

Having seen firsthand the toll that unresolved conflict can take on morale, performance, and culture, Danny shifted his focus to conflict resolution and prevention. He now applies the same strategic insight and rigor that defined his legal work to fostering stronger, healthier dynamics within organizations. His consulting style is thoughtful, grounded, and quietly transformative.

Danny holds a B.S. in Business Administration from DePaul University (with honor) and a J.D. from the University of Illinois Chicago School of Law (cum laude). He completed Harvard's Program on Negotiation in 2024 and earned a certificate in AI for Business from the Wharton School in 2025.