



Kacy Fleming

**Workplace Wellbeing, Organizational
Psychologist**

[The Fuchsia Tent](#)

Kacy Fleming is an organizational psychologist, workplace strategist, and founder of The Fuchsia Tent, where she helps Fortune 500 companies address women's health, leadership, retention, and workplace performance through evidence-based strategy. After more than two decades in the biopharmaceutical industry, she works at the intersection of organizational well-being, business performance, and women's health, translating complex research into strategy that executives can act on and employees can use.

Before launching her advisory practice, Fleming served as Head of Global Well-Being at Takeda. Her career spans market access, field operations, communications, leadership development, and commercial strategy across Takeda and Sanofi, giving her a rare understanding of how workforce decisions, organizational culture, and business performance intersect. She pairs that commercial rigor with a Master of Arts in Organizational Psychology from William James College to help organizations solve workforce problems and measure the results.

Among her most notable achievements, Fleming led programs that contributed to Takeda earning three consecutive Business Group on Health Best Employer Health and Well-Being Awards. She is a TEDx speaker and LinkedIn Top Voice, and her work has been featured in Forbes, Fast Company, Business Insider, and the Daily Mail.

She advises organizations including Let's Talk Menopause, Menopause Mandate, Airvet, and the Reproductive & Maternal Health Compass Standards Working Advisory Group. She also leads The Fuchsia Tent's national study on workplace menopause, conducted with the Society for Women's Health Research and drawing on more than 1,100 participants, bringing often-overlooked health realities into mainstream workplace strategy.