

## KAREN STEADMAN

Our clients are the most talented and discerning leaders who insist that their time and money return maximum value. As founder, Karen advises on ways to increase effectiveness and consequent organizational performance. She creates custom leadership development programs that positively impact business results.

Karen is retained by leaders who must balance competing strategic concerns in a rapidly accelerating world. Through assessment, coaching, facilitation and process improvement she optimizes performance of people within complex systems.

Karen has high energy and is well traveled...she has designed, staffed and delivered programs in the United States, Canada, Latin America, Africa and throughout Europe and Asia.

*Her clients are already effective.  
Now...they want to become even more so.*

### **VALUE PROPOSITION “WORK SMARTER, NOT HARDER”**

Karen advises talented organizations of how to work smarter in the right directions instead of continuing to work harder in the wrong directions. She is frequently requested to perform due diligence assessments and optimize leadership performance for leaders who warrant the investment and are critical to retain including high potentials moving to the next level, specialty talent who are difficult to acquire, and expatriates needed for global assignments. Her clients invest wisely in talent and seek advice on important decisions before they occur or when the business cycle changes.

### **LEADERSHIP EXPERIENCE**

Karen's corporate management experience is in the telecommunications industry. Combining her skills as an applied psychologist with 20 years of engineering and business experience, Karen uses an informed approach to optimizing performance. She leverages her recent success as the coaching practice leader for the Southeast region for the world's largest human resources consulting firm. She managed in one of the Fortune 500 company's fastest growing and profitable regions and served on the International Coaching Center of Excellence for her expertise.

### **EDUCATION AND AFFILIATIONS**

Karen is a licensed psychologist who graduated Summa Cum Laude in Industrial and Systems Engineering from the Georgia Institute of Technology and completed her Ph.D. in Counseling Psychology from the University of Georgia. She is a faculty member of the Global Institute for Leadership Development and a committee member for the doctoral program in applied psychology at Alliant International University. She is a member of the Alexcel Group and the Southern Center for International Studies. She regularly presents and has been a member of the Consulting Psychology Division of APA since 1997. Additionally, she donates her time to the community as a member of APA's Disaster Response Team and as a lead instructor for *Operation Bootcamp*.

## REPRESENTATIVE RETAINERS

- Chief Executive Officer, Specialty Materials and Manufacturing
- CEO and President, Venture Capital and Private Equity
- Chief Financial Officer, Telecommunications
- Chief Financial Officer, Energy Resource Services
- Chief Defense Counsel, Computer Network Hardware/Software
- Chief Corporate Counsel, Insurance
- Chief Administrative Officer, Retail Development
- Chief Operations Officer, Specialty Metals
- EVP, Human Resources, Telecommunications
- EVP, Internet Media and Communications
- SVP, International Marketing, Toy Production/Distribution
- SVP, Global Operations and Outsourcing, Investment Bank, Europe
- SVP, Six Sigma, Recycled Product Manufacturing
- SVP, Talent Management, Media and Entertainment
- SVP, Human Resources, Retail
- VP, Strategic Accounts, Information Technology and Services
- VP, Channel Marketing, Insurance
- Senior Director, Global Marketing, "Green" Brand Launch
- Director, Global Procurement and Bottling Investments, Consumer Products
- Director, Risk Management, Internet
- Asia Regional Operations Manager, Financial Services
- Area President, Retail Services
- Managing Director, Head of General Industrial Group of M&A team
- Managing Director, Regional Global Treasury Sales, EMEA
- Managing Director, New Product Development Team, Equities, EMEA
- Operations Manager, Materials Manufacturing (US/Europe/Asia)
- Manager, Import/Export, Diversified Manufacturing and Global Distribution
- Plant Manager, Manufacturing (US/Asia)

## PUBLISHED RESULTS

In 2009, Karen completed a speaking series in China as part of her work on accelerated leadership development of *Emerging Talent in Emerging Markets*. Her case studies targeting assessment and coaching have been featured in the books, *The Transparency Edge: How Credibility Can Make or Break You in Business* (Pagano & Pagano, McGraw-Hill, October, 2003) and *Coaching Corporate MVP's* (Butteriss, Jossey-Bass, 2008). She works with executive coaching guru, Marshall Goldsmith, and contributed to a case study in *Best Practices in Leadership Development and Organization Change* (Lou Carter, David Ulrich, Marshall Goldsmith, 2004). In 2008, her research on the business impact of a Fortune 500 company, large-scale coaching program was presented by invitation at The Conference Board, the Georgia Coaching Association, the Consulting Division of American Psychological Association and the research forum of the Harvard Foundation for International Leadership Coaching.