EXPERIENCE

Karen specializes in helping organizations and their leaders at all levels, navigate through the complexity of change with authenticity, choice and alignment. She brings an integrated approach to coaching and leadership learning that is grounded in research, applied behavior science, and life experience helping to create connected, collaborative communities for personal and organizational change.

Previous to becoming an ICF Certified Professional Coach Karen worked for large technology organizations developing partner channels and programs and services, managing sales and strategic relations. For the past 12 years Karen has focused on helping leaders and teams uncover what makes them exceptional and leveraging their strengths to lead with a sense of purpose, authenticity, openness, and trust that creates sustainable growth and impact. Karen knows the power of creating coaching cultures in organizations for change and infuses the principles in her practice.

**SKILLS**

|  |  |
| --- | --- |
| * Executive Coaching (C-suite, Directors, Front Line Managers) | * Team and Group Coaching |
| * Facilitation: Strategic Planning, Team & Group Morale | * Certified Mentor Coach |
| * Organization, Systems, Relationship Coach | * Certified Prosci Change Management Practitioner |
| * Certified Strength Development Inventory Assessments | * Leadership Development Training (Content Development and Instructional Design) |

**EDUCATION/CREDENTIALS**

* Business Administration and Industrial Psychology
* Certified Professional ICF coach (PCC) with over 4000 hours of coaching experience
* 2015 Washington State Executive Coach of the Year
* Coaching & Leadership: CTI’s Co-Active Coaching (CPCC/Co-Active Professional Certified Coach) and intensive Co-Active Leadership program through CTI in 2009
* Certified Mentor Coach inviteChange 2014
* CRR Global’s, Organization, Systems, Relationship Coaching – 2013 & 2018
* Team and Group Coaching – inviteChange – 2014
* Certified Prosci Change Management Practitioner – 2019
* Certified SDI Assessment Facilitator (2011)
* Inspired Leadership through Emotional Intelligence – Case Western Reserve College 2015)
* Brain-based Coaching – NeuroLeadership Institute 2019

**INDUSTRY AWARDS**

* 2015 Washington State ICF Executive Coach of the Year
* 2016 Washington State PRISM Award (recognition for developing coaching cultures in organizations).