

# Leadership and Executive Coaching Coach Profile



***Karen Kane, M.A.***

## **COACHING STATEMENT:**

Karen works with leaders to create sustainable change in their skills and capacities, and the skills and capacities of their teams and organizations. She draws on many models and approaches to tailor her coaching to the unique needs and situation of each client. Karen's coaching is always focused on the specific results that a client wants to achieve, and she works with them to take new and different actions to produce these results. Ultimately, through coaching and practice, clients integrate these new skills and actions into their natural repertoire.

Karen understands that leaders develop as individuals, but work within organizations. Her coaching helps them not only broaden and deepen their strengths as individuals, but also to function more effectively and less reactively within the organizational patterns and relationships they encounter at work.

## **EDUCATION:**

- MA, Applied Behavioral Sciences, (Coaching & Consulting within Organizations)**  
Leadership Institute of Seattle, Bastyr University.
- BA American Civilization, Brown University.**

## **CERTIFICATIONS & AFFILIATIONS:**

- Certified executive coach through New Ventures West
- Certified in the Emotional Intelligence Profile Tool from Learning in Action Technologies
- **Professional group affiliations:** The Pacific Northwest Integral Coaching Group, the Pacific Northwest Organization Development Network, the Zoka Consult Group, and the Community Consulting Project

## **AREAS OF SPECIAL FOCUS:**

Karen works from the premise that the most powerful coaching integrates the intellect, emotions, and physical presence of an individual. She helps clients explore the connection between their beliefs, the voice of their heart, and how they show up and influence others as leaders. With past clients, she has coached in the specific areas of: effective communication (including listening); effective coordination of work; managing and producing results under pressure; and developing an authentic and intentional style of leadership. Regardless of the specific focus, Karen is known for the clarity and perceptive questions that she brings to coaching engagements. One of her additional gifts is the ability to skillfully articulate in-the-moment observations that leaders can hear, take in, and effectively act on.

## **CAREER HISTORY:**

Karen's early career in the social services sector developed her technical and functional expertise as a trainer and facilitator. During this time, she gained foundational skills that continue to inform her coaching work - listening, having hard conversations, and designing exercises that enable people to see and learn effectively. As her roles broadened, she also gained experience in various management and programmatic skills, including managing finances and staff, facilitating strategic planning processes, developing and administering programs, and building stakeholder relationships.

For the past seven years, Karen has worked exclusively as a coach and consultant to leaders and organizations. She has experience as an internal staff consultant for the Washington State Department of Labor & Industries, and as an external coach to various corporate, public, and non-profit leaders. The range of services she has provided in these roles includes: 1:1 leadership development coaching; live-action coaching with leaders and their intact work teams; facilitation of process improvement efforts; planning and implementing an organization-wide performance management system; coaching employee teams; and delivering leadership development and communication training.

## **REPRESENTATIVE CLIENTS:**

Karen's clients have included: Allianz Life; Philips; Mercer Island School District; Aviarc, Inc.; PATH (Program for Appropriate Technology in Health); Seattle YMCA; City of Seattle Human Services Department; AT&T Broadband; and Tacoma School District

## **COACHING CLIENT RESULTS:**

*"My main goal in our work together was to be able to enter the realm of leadership intentionally, mindfully, confidently, in an open manner. You helped me do this in way that far exceeded my dreams!"*

**Director of Software Development, Aviarc Corporation**

*"Karen took her time to make sure we created the perfect assignment...everything was perfectly designed for me. Some things were easy and some things extremely difficult, and that felt right. Karen facilitated meaningful and long-term change in me"*

**Program Manager, Seattle YMCA**

*"I have received innumerable benefits from this relationship, and I cannot begin to tell you how much your coaching has meant to me...and how it has empowered my achieving the goals of our sessions. It has been your ability to stay objective, to offer suggestions backed with fact and/or helpful models, and most importantly your ability to laugh at my foibles in a manner so compassionate and lighthearted that has brought about the success of our sessions. You are, indeed, a skilled listener and one who can bring out the best in those she encounters"*

**Chief Financial Officer, Large Urban School District**