Karen S. Goins ACC, CPCC, SPHR is an organization consultant, coach, educator, speaker and author.

The vision of KS Goins & Associates LLC is to enhance great leadership skills in those that influence the masses. Our clients include goal driven executive leaders, statesmen, middle managers, high impact individual contributors, leadership teams and emerging leaders. Our mission is to work with clients to create a positive behavior change that is beneficial to themselves and the organizations they serve. We provide calm and direction while working with you to create sustainable solutions.

A former Fortune 500 executive, Karen’s firm, KS Goins & Associates LLC, specializes in developing talent via sustainable means. She works with organizations to develop effective “People” processes such as diversity strategies, succession planning, knowledge management and talent reviews.

Karen’s background includes 23 successful years in corporate America and community service. As the director of Global Human Resources at a Fortune 500 company, Karen designed and led the firm’s global HR initiative and led a multimillion-dollar human resources transformation project. Karen’s background also includes leadership positions in manufacturing, union negotiation, engineering, procurement and product development.

Karen has inspired learning in thousands of individuals in small and large group settings. She speaks on: the art of resilience, being an influential leader and how to have difficult conversations in a changing world. Karen has served on the Corporate Advisory Board for the University of Michigan College of Engineering. She has worked with Hesed House homeless shelter and various other community-based organizations.

Karen, a certified coach and ICF member, earned a bachelor’s degree in Industrial Engineering from the University of Michigan and a Master’s of Science and Administration from Central Michigan University. She is certified in Geno’s emotional intelligence and Facet 5 personality assessment and DISC. Her first book “Leading from the Middle-Conversations with Successful Middle Managers” has been read by many leaders in corporate America.

We partner with talented consultants and coaches to deliver what you need.

We look forward to talking to you about your organizations
Services Offered

- Leadership Coaching (Individuals and teams)
- Succession Planning and Knowledge Management Systems
- Design and Deliver (examples of learning opportunities – all of which can be virtual):
  - The Art of Resilience
  - Leadership and Influence
  - Delegation
  - Conflict Resolution
  - Crucial Conversations
  - Merging Lanes (new employees)
- Facilitate Board and Team Alignment, Strategy Sessions and Offsite Meetings
- Supervisor Training Curriculum Assessment and Design
- Facet 5 Personality, GENOS Emotional Intelligence Assessments and Disc Certification
- Diversity Strategy Design and Implementation

Testimonials

Karlin Sloan  CEO, Sloan International
"Karen is not only an experienced corporate executive who has been successful in turning around challenging business issues; she is a warm, thoughtful, and giving facilitator and coach. I'm delighted to recommend her as a coach and consultant."

Felix Mantilla  Senior Vice President & Chief Compliance Officer, the Warranty Group
"Karen stands out in the executive coaching space because of her integrity, her keen understanding of people and corporate institutions as well as her signature ability to communicate the fundamentals, and more importantly the nuances, of leadership."

Past and Present Clients Include

| American Dental Association | Exelon Corporation | Morton College |
| American Hospital Association | Harley Davidson | Somat Engineering Inc |
| BWay Corporation | Hesed House | TTX Corporation |
| BP Oil Corporation | Illinois Action for Children | Urban League of Aurora |
| CN Railroad | Loyola University | Whirlpool Corporation |
| Community Health Partnership of Illinois | Kraft Foods |
| CDC- Center for Disease Control | Navistar Corporation |
| DC Dept. of Transportation | Michigan Department of Transportation |

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