



# Karan Ferrell-Rhodes

CEO | CHRO | EXPERIENCED BOARD DIRECTOR

## BOARD ASSETS

- HR & Talent & Culture
- Leadership & Succession Planning
- Risk Assessment
- Global Perspective
- M&A Human Capital Strategy
- Strategic Planning
- Governance Expertise

## BOARD MEMBER

- Society of Human Resource Management (SHRM); led the Organizational Effectiveness Committee
- Women in Technology (WIT)
- Gwinnett Pearls of Service Foundation; Audit Committee Member
- Blacks at Microsoft (BAM)

## BOARD ADVISOR

- Lightcast.io
- CobbWorks
- Junior Achievement
- United Way
- Women at Microsoft
- FlexWork at Microsoft
- Alpha Kappa Alpha Sorority, Inc.

## BOARD EDUCATION & ASSOCIATIONS

- Stakeholder Leadership & Governance Institute Senior Fellow (SLGI)
- Georgia Center for Nonprofits BOD Program
- The Corporate Governance Institute
- The Nasdaq Center for Board Excellence

## EDUCATION

- B.S. in Industrial/Organizational Psychology - University of Georgia
- M.B.A. - Triple concentration in Human Resources, Organizational Leadership and Marketing - Florida State University

## CONTACT INFORMATION

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Base Location: Atlanta, GA

## BOARD PROFILE

Karan Ferrell-Rhodes is an experienced global executive with expertise at the intersection of business transformation, workforce infrastructure and human capital strategy. She has developed and led oversight of People, Talent and Culture strategies across 35+ countries in North America, Europe, Asia, Africa and South America. Her skillset extends over two decades in executive roles at major companies and entrepreneurial ventures, such as Microsoft, Comcast, AT&T, Blue Cross Blue Shield, KKR and BTG. She possesses a deep cross-industry perspective as a result of working in numerous industries such as technology, engineering, telecommunications, healthcare and manufacturing, amongst others.

In the boardroom, Karan's knowledge of compliance and board governance issues helps corporations realize the value of stakeholder governance while maximizing shareholder value. She enhances the board's oversight of the company's human capital agenda, while advising on solutions that positively impact long-term value-creation.

### BOARD EXPERIENCE

Currently, Karan serves on the board of the Society of Human Resource Management, where she leads the Organizational Effectiveness and Workforce Development committees. Formally Karan served on multiple boards, including Women in Technology and the Gwinnett Pearls of Service Foundation. Karan has been a board advisor to multiple organizations, including Microsoft and Lightcast.io and Junior Achievement.

### PROFESSIONAL EXPERIENCE

At present, Karan is the CEO of Shockingly Different Leadership (SDL), a human capital firm that advises Boards, C-Suite Executives and HR leaders on complex workplace & workforce challenges. Her experience includes managing her own \$100M+ P&L, as well as being a member of an executive team with responsibility of corporate P&Ls in excess of \$40B.

Her prior professional experience includes executive positions in Human Resources, Leadership Development, Venture Acquisition & Integration and Organizational Effectiveness at Fortune 500 corporations. Throughout her career, she has been recognized for ideating and driving solutions that positively impact companies' talent supply chain and workforce infrastructure.

### PERSONAL HIGHLIGHTS

When not traveling the globe, Karan resides in Atlanta, Georgia with her husband Victor, adorable daughter Alexis, and fur-pups, Pappi & Bones. In her rare moments of downtime, she loves organic gardening, planning intimate dinners with family & friends, watching college and professional sports, and dreaming of one day becoming a movie critic and sommelier.