



KARAN RHODES

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SOCIAL MEDIA

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BACKGROUND

Years of Experience: 22

Education:

- Bachelors-Industrial/Organizational Psychology, University of Georgia
- MBA - Triple Concentration in Human Resources, Organizational Development and Marketing
- Certified in numerous assessments, such as DiSC, MBTI, 360s, etc.
- Certified Action Learning Executive Coach



SNAPSHOT

Karan Ferrell-Rhodes is the founder of Shockingly Different Leadership (SDL), a global human capital professional services firm that helps corporations execute business-critical People, Learning, Culture & Transformation initiatives.

SDL's team of over 350 consultants partner with executive teams on an on-demand, project, or contract basis. The firm's specialties are:

- Learning & Development
- Organizational Development
- Human Resources
- Organizational Effectiveness
- Diversity, Equity Inclusion, Accessibility & Belonging
- Change Management & Workforce Realignment

Immediately before following her passion to share her consulting gifts on a more global scale, Karan held numerous leadership positions at the Microsoft Corporation during her 14 year tenure, including leading the human capital strategy for 6 Corporate Vice Presidents, numerous acquisitions and the Microsoft Global High Potential Leadership Development Program, which was ranked in the top 5 global programs by Fortune Magazine, Leadership Excellence, the Best Practices in Leadership Institute, and Workforce Magazine.

A renowned coach for executive and high-potential leaders, Karan is the author of the book, **Lead at the Top of Your Game** and creator of the **Leadership Tactics Diagnostic** assessment. She is also a frequent contributor on leadership & workforce strategies to Forbes.com.



SAMPLE OF PREVIOUS CLIENTS

- Coca-Cola
- British Petroleum
- EY
- Meta
- Sealed Air
- Intercontinental Hotels
- Target
- Emory University
- Catalant
- Microsoft
- RGP
- Washington Football Team
- Oakland Athletics
- Toast
- Empirix
- Cox Automotive
- San Jose Earthquakes
- KKR
- Raymond James

ADDITIONAL CREDENTIALS FOR KARAN, SPECIFIC TO TRANSFORMATIONAL & INFRASTRUCTURE INITIATIVES

Specialized consulting for corporations, private equity firms and venture capital groups desiring to accelerate the optimization, realignment or assimilation of their workforces.

One of the most common derailleurs of merger, acquisition, realignment or change management projects is the lack of ideal execution of critical People-related initiatives. Fail to get it right, and it will destroy your bottom line.

More often than not, M&A deals or major organizational effectiveness efforts extremely hurt company value. Did you know that more than half of all mergers, acquisitions and realignments fail or underperform? While the transactions still go through, they never unlock the full potential of the newly formed/realigned company. For M&A's, that's because the challenge of bringing together two organizations, each with its own processes, structure, culture, and management—is profoundly complex. Similarly for internal realignments, the challenge of upgrading the plane while simultaneously flying the plane presents its own set of challenges.

Want to learn more? [Just reach out and let's chat!!](#)



HR STRATEGIES

Karan helps develop and implement People & Org Effectiveness strategies, including building workforce infrastructure plans and leading both pre- and post- deal close activities.



INTERIM/CONTRACT HR LEADERSHIP & STAFF

Karan can function as interim CHRO or an HR Business Partner, until ready to hire permanent in-house staff.



CULTURAL ALIGNMENT

Karan is skilled at assessing legacy cultures, defining an aspire-to culture, and developing plans for how to cultivate that culture moving forward.



ORG STRATEGIES

Karan can assist in the development of organizational design to enable future-state strategies, including supporting the implementation of the new organizational structures.



SHARED VALUES

Karan can help you create and articulate a shared purpose, values, mindsets, and behaviors in order to inspire workforce commitment.



WORKFORCE OPTIMIZATION

Karan is great at ideating and transforming the composition and capabilities of the workforce to match the needs of the future of work for the company. She is also skilled at vendor/supplier sourcing, negotiation and integration

In addition to her immense corporate experience, Karan has over 12 years experience as an external HR infrastructure partner for corporations, high-growth companies and private equity-backed portcos. Her extensive experience includes, but is not limited to:

- Providing interim CHRO and/or HR staff services
- Assisting with HR strategic planning
- Providing executive coaching and staff development
- Providing and managing contractors, vendors and suppliers
- Supporting the due diligence and integration processes of M&As

Example of how Karan has provided value to clients:

- Provided interim CHRO/CPO services, as she worked with leadership and their Board to optimize their workforce infrastructures
- Led the end-to-end strategy of the "people workstreams" for M&A/realignment initiatives
- Accelerated HR integration synergies to positively impact the bottom line while minimizing business disruption
- Audited and evaluated human resources policies, procedures, files and talent to ensure federal, state and local compliance
- Audited, negotiated and managed all vendors and suppliers
- Conducted compensation audits, established new pay grades w/comp ranges and implemented pay for performance strategies.
- Led employee benefits evaluation and negotiation with vendor providers to established more advantageous, cost-effective benefits packages
- Led and reduced the adverse impact risk of reorganization strategies
- Composed comprehensive executive communications strategies
- Implemented interim HR strategies, such as retention plans, leadership training, and professional development
- Performed organizational health surveys, worked with leadership to define aspire-to culture, and led culture integration to build high performing teams throughout the organization
- Provided ongoing training and coaching support to key leadership and team members