

**Karan Ferrell-Rhodes** is the founder of **Shockingly Different Leadership**, a global human capital professional services firm that is changing the way HR functions scale up their teams during peak periods of work!

SDL's team of over 75 consultants partner with business executives and senior leaders of Learning & Development, Human Resources, and Organizational Development teams to execute business- critical, talent-related initiatives on an on-demand, project, or contract basis. The firm helps organizations solve the problem of quickly locating trusted expertise to help them get their urgent "people projects" done.

Karan founded SDL in 2013, after years of noticing how both she and her fellow HR executive peers constantly struggled with finding ideal external vendor talent, when additional capability or capacity was needed on their teams. She became fascinated listening to colleagues urgently asking each other for recommendations for high-caliber ad-hoc consulting support. Karan empathized with their fear of hiring strangers when their own performance and reputation was on the line, and saw a void in the market that she felt she was uniquely positioned to fill.

Karan founded SDL around the core belief that HR, Talent, and Learning functions deserve to have the right resources to do their best work. As such, the firm's differentiating value is being it's clients' favorite ally to provide strategic advice & expert resources to help them become future-ready, today.

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 and leading 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.

She holds a Bachelors in Industrial/Organizational Psychology from the University of Georgia and a MBA with a triple concentration in Organizational Development, Human Resources & Marketing from Florida State University. She is certified as a High Potential Leadership Coach, a Master Action Learning Facilitator, and is also certified in several leadership assessment tools.

Karan has a deep passion for optimizing organizational workforces. She loves unleashing the magic which occurs when ambitious, gifted professionals are able to create and implement innovative ideas which boosts their acumen in a way that delivers greater value to their organizations, creates raving fans, builds their brand, and impacts the bottom line. Her book, *Lead at the Top of Your Game*, is scheduled to be released June 2020.

Karan is involved in numerous professional and non-profit organizations and resides in the metro-Atlanta area with her wonderful husband Victor, adorable daughter Alexis, family dog Pappi, and a host of extended family and friends. In her rare moments of downtime, she loves engaging in social media, going on "date nights", watching football, critiquing movies, listening to jazz, and giving back to the community.



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