

KAREN KEESE

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SAN FRANCISCO, CA

EXECUTIVE COACH | CONSULTANT | ADVISOR

Outstanding leader, mentor, and developer-of-people with cross-functional executive experience in project management, finance, operations, and deployment.

Skilled assessor of individual and collective leadership competencies and skills, addressing gaps and opportunities with coaching and consulting to achieve desired outcomes.

Certified Leadership Circle Profile and Leadership Culture Survey practitioner.

SKILLS AND TALENTS

Leadership

Excellent organizational management with experience recruiting and developing high-performance teams in professional services, operations, and finance to create and achieve strategic plans by translating vision into operational plans and budgets.

Execution

Successful at coaching teams to complete large, complex revenue projects and change management programs. Bid, won, implemented multi-million-dollar deployment contracts. Key accounts include Wells Fargo, JPMC, US Bank, Cardtronics, US Government.

Influence

Able to communicate and persuade at all levels and thrive in a cross-functional environment. Reputation as a highly ethical and effective coach and mentor.

Financial Acumen

Can make complex and detailed information clear and actionable. Insightful and analytical with skills in financial planning and forecasting, margin improvement, resource optimization, and audit developed as Fortune 100 executive. Successful at achieving profitability.

Global Mindset

Experience leading teams and working in a global business environment, including on-site in India, Serbia, Scotland, Japan and dozens of other countries. MBA, International Management.

Specialties

Team building, business transformation, project management, operations, financial planning, profitability management, contract development and closure, problem deconstruction and resolution.

EXPERIENCE AND ACCOMPLISHMENTS

Principal—Keese Coaching and Consulting

AUGUST 2017-PRESENT

- Individual and corporate coaching. Consulting on performance, objective setting, root cause identification and problem resolution. Skilled in team dynamics, goal fulfillment, emotional intelligence, leadership presence, and conflict resolution. Certified in 360 feedback tools for individuals and organizations.

ANDRÉ SALVAGE AND ASSOCIATES – Training on authentic leadership, conflict resolution/ de-escalation, assertiveness, courageous conversations, bias and harassment awareness and personal safety.

Chief Operating Officer (fractional)

MAY 2017-PRESENT

- Corporate Trainer, Program Operations, Webmaster, Editor

Sabbatical

MAY 2016-AUGUST 2017

- Planned investment in creating, learning, volunteering, rejuvenation. Details at [LinkedIn](#).

NCR CORPORATION – Global leader in developing transformational technologies with its software, hardware, and services.

Senior Partner, Deployment Services SAN FRANCISCO, CA 2008-2016
Partner, Professional Services SAN FRANCISCO, CA 2004-2007
Director, Operations-West Region SAN FRANCISCO, CA 1997-2003

- Leader of U.S.-wide virtual teams, billing >\$25M revenue annually for exceptional project management services. Grew revenue, profit, utilization every year while achieving customer schedule and quality commitments.
- Delivered ATM and Retail product installation solutions, coordinating 3rd party construction vendors and global supply chain.
- Global Implementation Process team leader, including on-site coaching in India, Hong Kong, the U.K., France, Spain, the Netherlands.
- 2014 North America Service Delivery Award winner.
- 2007 Global Consulting Excellence Award Winner for leadership.

AT&T GLOBAL INFORMATION SYSTEMS

Director, Corporate Financial Planning & Analysis DAYTON, OH 1995-1997
Business Consultant, U.S. Area Retail Industry LOS ANGELES, CA 1994-1995
Manager, Financial Planning & Analysis, Manufacturing DAYTON, OH 1993-1994
Manager, Finance & Administration, Federal Systems ROCKVILLE, MD 1992-1993

- Owned global financial plan and forecast process for \$6B Fortune 100 during AT&T/NCR spin-off.
- Provided CFO support for 5 sales teams including pricing, profit, quotas.
- Collaborated with plant controllers on financial plans, forecasts, analyses for global engineering, R&D, manufacturing.
- Migrated AT&T U.S. Government operations to NCR systems and people in 4 months while maintaining a 30-day customer order-to-installation interval.
- U.S. CFO Advisory Council member
- Winner of NCR Great Performance Award (global).

NCR CORPORATION

District Manager, Finance & Administration PORTLAND, OR 1991
Project Leader, International Corporate Audit 100% TRAVEL 1988-1990
Financial Analyst, Corporate Controller's Group DAYTON, OH 1986-1988

- On-site, objective audit and consulting for U.S., International, Sales, Manufacturing.
- Prepared financial section of 1987 Annual Report, 10-K.
- Created Corporate Financial and Management Policy manuals.

EDUCATION

M.B.A., Thunderbird Graduate School of International Management
Master's Certificate, The George Washington University, Project Management
Bachelor of Arts, University of California, Davis, International Relations

- Congressional Intern (Robert Matsui) and Federal Junior Fellow

CTI – The Coaches Training Institute, Co-active Coach Training Program, Co-active Leadership Experience

Additional certifications, recommendations and more at [LinkedIn](#) and [Keese coaching.com](#)
