

Areas of Expertise

Leadership Development

Organizational Diagnosis And Development

Leadership Coaching

Team Building

Industries

Energy, Pharmaceuticals, Government/Military,
Banking/Finance, Insurance, Science and Technology,
Retail, Education, Entertainment

Positions Held

Principal, KPS Consulting Group, LLC

Master Trainer, Forum Corporation

Senior Trainer, American Management
Association

Senior Associate Facilitation and Design, The
Bowen Group

Education / Certifications

Doctorate of Education (EdD), The George
Washington University, School of Human and
Organizational Learning, Executive Leadership
Program, 2015

Master of Arts in Human Resources Development,
Webster University, 1987

Bachelor of Arts in Political Science & Bachelor of
Arts in History, University of Mary Washington, 1984

Certifications in: Critical Thinking, Emotional Intelligence,
Strategy, Leadership, Assertiveness for Women in
Business, Change Management, Interpersonal
Communication, Personal Effectiveness, Establishing
Credibility, Effective Feedback, Collaboration

MBTI I and II certified

Trained in Action Learning Coaching through
the World Institute of Action Learning (WIAL)

Speaking Engagements & Publications

Master of Ceremony for the annual Homeland Security
Executive Leadership Conferences, 2011-2015

Master of Ceremony for regional DoD Military Family
Readiness conferences, 2009-2011

Published Dissertation, *From Flag Officer to Corporate
Leader: A Phenomenological Study of the Influence of
Career Transition on Executive Leadership and
Professional Identity*, July, 2015.

Professional Experiences and Successes

Leadership Development:

Dr. Kari Schaeffler has nearly 20 years of experience engaging and empowering leaders through facilitation of customized leadership development programs across industries including Fortune 500 companies, start-up enterprises, nonprofits, US government and military organizations.

- *Retail:* Successfully pitched, launched, and continue to drive sustainment for the leadership training program of a web-based retail start-up that has grown from 300 to more than 1500 employees over a three-year period, expanded production across five states, and maintained a 99% customer satisfaction rating throughout this time of accelerated transformation and change.
- *Energy:* Facilitate ongoing first and second line leadership training for national and multi-national diversified energy corporations, focused on inspiring employees through clarity of purpose and alignment to mission; relationship building and effective delegation; providing ongoing feedback and effective coaching; and fostering climates of creativity and innovation through increased emphasis on leadership adaptability and resilience.
- *Science and Technology:* As a Master Trainer, travel worldwide to provide training and certification for internal leadership training specialist of a global science and technology corporation with more than 20 operating companies driving meaningful innovation in some of today's most dynamic, growth industries.
- *Military:* Delivered executive leadership training to senior military officers worldwide. Training focused on developing effective, interest-based negotiation skills. Through crisis response simulations, thought provoking scenarios, and facilitated round table discussions, participants actively engaged in the learning, employing the tools and techniques introduced towards more effective, collaborative, interest driven communication.

Organizational Diagnosis and Development:

- *Government:* Conducted in-depth organizational analyses across agencies, utilizing individual interviews, focus groups, targeted surveys, and process reviews, that resulted in comprehensive workforce competency reports providing intimate insights into employee engagement and development; commitment to vision and mission; effectiveness of existing processes; perceptions of leadership and corporate climate; and culminated in research-based recommendations for a constructive path forward.
- *Finance:* Collaborated with corporate executive learning leaders from one of the world's largest financial services companies to address critical employee engagement and customer satisfaction issues. Discussions led to a strategically developed, people focused customer service training program, delivered to influence more than 500 first and second line service leaders towards increased empowerment through enhanced communication, trust building, delegation, and effective relationship management.

Leadership Coaching:

- Serve in ongoing capacity as executive leadership coach for members of a highly selective, two-year executive fellowship program. As notable leaders from the enterprise, participants are chosen to gain exposure across the organization through rotational assignments of four to twelve months, their experience culminating in delivery of a capstone project designed to leverage and fuse the experiences and education gained through the program.
- Worked closely with members of special forces coalition in building competence and confidence in their roles as peer mentors for fellow, wounded service members and their families. Focused on developing and honing effective communication skills towards supporting veterans in self-advocacy, combating stress, increased social networking, and encouraging participation in adaptive sports and other support programs.

Team Building:

- Developed and facilitated unique team building scavenger hunt experiences for company retreats in New York and Las Vegas. Experiences were designed to foster collaboration, identify and capitalize on team member strengths, encourage creative and innovative thinking, hone listening and questioning skills, manage time effectively, and to have fun through healthy competition.