

Karen Richardson



Karen Richardson is a highly respected and sought-after talent management expert focused on the full talent ecosystem. Her depth of expertise includes talent management, assessment, succession planning, organizational development, as well as identifying and developing critical talent. She quickly and effectively connects talent strategies to business strategies, coaching and advising leaders to increase their effectiveness while staying aligned to company goals. Karen has worked extensively with global professionals with an emphasis on executives including CEOs and Boards of Directors. She is routinely asked to coach and counsel senior leaders to improve their performance and therefore the organizations' success.

Karen is the principal and founder of Richardson Talent Solutions, a talent leadership firm with 30 years of global experience developing and impacting talent agendas. Most of her career has been spent working with and for Fortune top 50 companies. Her corporate path includes 25+ years at General Electric driving talent management strategy: managing the development of top leaders, leading the organization and talent matrix across 170+ countries, and curating the Board of Directors' knowledge of the talent. Karen's depth of experience regarding what a Board of Directors wants - and needs - from a talent perspective is one of the capabilities that sets her apart. She has spent more than a decade developing and executing CEO and direct report succession plans as well as creating and implementing opportunities for Boards to deepen their knowledge of critical talent.

Karen's background and education are based in finance and business administration. She is data driven with an innovative mindset continuously looking for new ways to do things and piloting transformations in and around talent management. She pushes the boundaries of both people and processes to see what is possible. Examples of such success include: C-suite coaching producing better leaders performing at a higher level, wing-to-wing talent processes at scale that result in effective and actionable outcomes, upskilling people leaders to elevate their (and their teams') performance, creative executive assessment processes providing data for both the assessed and the company to act on. Karen is considered a trusted, strategic advisor with a bias for inclusion. Her depth of talent and leadership knowledge allows her to step back and apply a critical eye to potential talent decisions ensuring alignment with overall business imperatives.

Karen holds a bachelor's degree in Finance and Financial Management Services from The Ohio State University. She lives in southern California with her husband Rich. They have two grown sons.