



BRIDGEARROW

global connections. bold outcomes.



PROFESSIONAL SUMMARY

Karen Brown founded [Bridge Arrow](#), a Chicago-based management consultancy, to make businesses more profitable by focusing on return on equity for investors, shareholders and employees. Karen was a senior executive at Sodexo, Baxter, Monsanto and Rockwell Collins, and recently served as Global Chief Diversity and Inclusion officer at Baker McKenzie, the second largest law firm in the world. With an understanding born of 25+ years in the corporate world, Karen advises global companies on how to drive growth and profitability by promoting diversity and inclusion in their organizations. She has served as a global keynote speaker and panel moderator at conferences on 6 continents. A compelling storyteller whose presentations spark conversation and spur action, Karen's recent [Harvard Business Review](#) article on how to use data and focus groups to create more inclusive work environments has become required reading for a business class at Columbia University. Her forthcoming book, *Gender Equity: How Women Leaders Make Companies Stronger, Smarter and More Profitable*, based on in-depth interviews with both female and male executives, explores the business advantages of gender equity.

SAMPLE SPEAKING ENGAGEMENTS

- A.T. Kearney (London and Berlin)
- Chicago Council on Global Affairs (Global Thinktank)
- Cisco
- Fresenius
- French-American Chamber of Commerce (New York) (twice)
- HRA: An Affiliate of Society for Human Resource Management (SHRM)
- Hudson's Bay
- Indeed
- INSEAD (France)
- Mondelez (Argentina)
- National Organization on Disability
- Oprah Winfrey Network (OWN)
- Orbis Investments (London)
- North Memorial Health
- Novo Nordisk
- PBS Tech Conference
- Solar Energy Industry Association (SEIA)
- US Military Academy (West Point) Wal Mart Whirlpool

SAMPLE TOPICS

- Focus ON Inclusion – Not Just Diversity (Based on my popular HBR article)
- From the Inside Out: How to Advocate Your Way Up
- Unlocking the Power of Gender Diversity & Inclusion on your Business
- Cultivating Great Leaders: Inclusion as a Strategic Driver - Bias and Beyond
- The Dirty Dozen: Guaranteed Failures for Diversity & Inclusion
- Moving Beyond Counting People to Making People Count
- Taking Affirmative Action by Re:Defining Business Value through D&I
- D.I.N.E.: Are You Eating What You're Serving? (D.I.N.E - Diversity Inclusion Never Ending)

PRACTICE AREAS (DIVERSITY & INCLUSION)

- Public Speaking/Facilitator/Moderator
- Advising/Coaching/Mentoring
- Focus Groups/Interviews
- Workshop Facilitation/Training
- Strategic Business Planning
- ROI Alignment/Scorecards/Dashboards
- Executive D&I Councils
- Business/Employee Resource Groups
- Performance Goals/KPIs
- Board Relations
- Branding/Communication
- Leadership/Women/Employee Development
- External Partnerships/Community Relations

INDUSTRY AREAS

- Agriculture Technology
- Avionics Communication
- Banking
- Cable Channel/Television
- Education
- Healthcare
- Investment Management
- Legal
- Pharmaceutical
- Professional Services
- Non-profits (Various)
- Retail
- Solar Energy
- Technology

SAMPLE ACHIEVEMENTS

- Publication by HBR: [how business leaders can create inclusive work environments](#)
- Chapter published in book on Building and Encouraging Law Firm Diversity
- Publication by [Entrepreneur and Innovation Exchange](#)

SAMPLE ASSOCIATION

- [National Association of Corporate Directors Governance Fellow](#) (NACD)

SAMPLE BOARD LEADERSHIP

- [WorldChicago](#)

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