

KAREN J. WATAI



Karen J. Watai is the Founder and President of Welcome Change LLC and the author of *Lead Your Way: Practical Coaching Advice for Creating the Career You Want*. She works closely with her clients to achieve results in the areas of leadership and career development, as well as diversity, equity, and inclusion.

Before founding Welcome Change LLC, Karen spent almost 20 years in investment banking and private equity. She was a Vice President at Goldman Sachs, where she executed transactions in the Private Finance Department and was a relationship manager in the Capital Markets Department. She also worked in the Management Development and Training Department, where she designed, developed, and delivered major initiatives, including diversity, mentoring, and business orientation programs. Karen left Goldman Sachs to become a partner in the Exeter Group of Funds, a private mezzanine and equity investment firm.

Karen has received the Master Certified Coach designation, the highest credential awarded by the International Coach Federation. She holds an M.B.A. from the University of Chicago Booth School of Business, a J.D. from the University of Chicago Law School, and an A.B. from Harvard University. Karen is a member (inactive) of the State Bar of California. She is certified in the Hogan Assessments, the Leadership Circle Profile™, the Myers-Briggs Type Indicator®, Intercultural Development Inventory®, Strengthscope®, Hermann Brain Dominance Instrument®, and High Performance Learning Journeys®.

Welcome Change LLC is certified as a Minority Business Enterprise.

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A BROAD BASE OF EXPERIENCE WITH CLIENTS INCLUDING:

Abbott Laboratories

Goldman Sachs

*New York Life Insurance
Company*

BET Networks

*Harvard Business School
Executive Education*

New York Public Radio

Comcast

IAB Education Foundation

Octagon R&CPMK

Cravath, Swaine & Moore

IPG Dextra

PwC

DREAM

Kapor Capital

Silver Point Capital

*Generation Investment
Management*

McKinsey & Company

Society for Science

*Global Institute for Leadership
Development*

Medidata

Viacom

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REPRESENTATIVE ASSIGNMENTS

CEO – Client was a CEO of a mission-driven organization poised for exponential growth. The CEO faced funding and staffing challenges as well as the need to work with multiple external parties. Karen worked with the CEO for over 10 years through multiple strategic plans, staff expansions, and operating challenges. Karen also coached other members of the leadership team and facilitated leadership team retreats in support of the CEO and the organization.

Managing Director – Client was a Managing Director at a financial services firm. She had been in her position for several years and was looking to take on expanded responsibilities. Using assessments and stakeholder interviews, Karen helped her gather salient feedback and design a strategic career plan. Karen coached her on building her relationship network, expanding her personal brand, gaining visibility, and positioning herself for the position she aspired to.

Director – Client was an Executive Director at a professional services firm working towards being promoted to Partner. Karen conducted stakeholder interviews to gather information relevant to the Client's performance and promotion prospects. She then worked with the Client to create an action plan that included understanding the partnership promotion process, developing relationships with key stakeholders, and building business development and other key skills.

High Potential Program Coaching – Karen has coached hundreds of people in high potential programs for 7 major organizations, including organizations in the insurance, education, agency, finance, and consulting industries. These programs focused on high potential, high performing senior level talent. Some of these programs were targeted for high potential, high performing under-represented talent. Karen's coaching was customized to each individual and generally fell in the areas of career development and leadership development. For some of these programs, Karen also designed and facilitated the overall program.

Millennial Coaching – Client was a professional services firm making a significant investment in the personal and professional growth of its newly promoted senior associates, most of whom were millennials. Karen was selected as part of the coaching team brought on to provide one-on-one coaching to the senior associates and facilitate small group work in week-long residential programs. Client was looking to support these new senior associates in increasing self-awareness, understanding their personal values, setting goals for their work and life, and defining a path for their career that would bring the greatest satisfaction and meaning.