

Karen Dorece

Master Associate

Vice President and Principal of TalentGenesis, Inc.

Karen Dorece has over twenty years of HR experience including senior talent management roles within the financial services industry including Corporate Director of Learning and Organization Development at US Bank (formerly Firststar) and over ten years as a consultant and principal of the multifaceted TalentGenesis, Inc.

Ms. Dorece's career within HR was shaped by prior experience in a variety of management roles with profit and loss responsibility. Her reputation as a bottom line oriented strategic leader enabled her to gain support for a company wide competency based Talent Management Framework that served as a foundation for the integration of the Human Resource Function and the development of a business partner concept. In her work, she was an early adopter of the Leadership Architect Suite and one of the first users of Voices® 360 Feedback.

Karen specializes in process consulting including developing competency models, designing competency based selection, performance management, leadership development, and succession management processes. Her executive coaching practice incorporates the use of multi-rater feedback and other assessments and a variety of well researched approaches to facilitating insight and personal change.

Some of Karen's accomplishments include:

Facilitation of senior executive team sessions to identify strategic organizational capabilities critical to delivering long-term organization success.

Development of high potential assessment and development programs.

Development of an organizational competency models and implementation of the model through process redesign for selection, performance management, leadership assessment and development, leadership curriculum and succession management.

Certification of over 1000 HR Professionals in the full Leadership Architect Suite and 360 feedback for over 1500 leaders/executive team members.

Her clients include Jones Lang LaSalle, OSF HealthCare, Children's Hospital, Godfrey and Kahn, Kraft, Emerson, IDEX Corporation, M& I Financial, Johnson Controls, Easter Seals and the YWCA.

Karen has an undergraduate degree in Sociology and an MBA from the University of Wisconsin. Additionally, she has earned her SPHR and Human Capital Strategist Certifications.

You can reach Karen via the Lominger International website at www.lominger.com or at:

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