

Karen Elkin

Executive Coach



VERITY
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Professional History

Karen is a dynamic coach, facilitator, trainer and consultant with over 20 years of experience in the public and nonprofit sectors. In her decade with the Ontario Public Service, Karen provided strategic human resources consulting services to executives and managers; led organizational effectiveness, leadership development and change management programs; and facilitated learning and workshops for managers and staff across the province to support strategic planning, team building, and individual career development.

For several years, Karen leveraged her love of music education both through her marketing and communications work with the Royal Conservatory of Music and its affiliates, and in her earliest jobs teaching music and playing piano for children's dance classes. She has also provided guidance and support to United Way Workplace Campaigns, and served as board/executive member for several nonprofit organizations.

Education & Experience

Karen is an iPEC Coaching Certified Professional Coach (ICF-accredited program), Energy Leadership Index™ Master Practitioner, a Certified Emergenetics™ Associate, and a VIA Character Strengths practitioner. She holds a BA in Arts Management from the University of Toronto and a MBA from the Schulich School of Business/York University, where she focused on Organizational Behaviour and Nonprofit Management & Leadership.

Coaching Approach

Verity specializes in leadership development coaching, applying an approach that identifies and builds upon people's strengths, rather than concentrating on "fixing weaknesses". We focus on the key leadership competencies and performance necessary for success within the organizational context. It is our belief that executives are often best coached by those with relevant executive experience, in addition to professional training in executive coaching techniques.

Our coaching approach is based on personal and collective (organizational) aspirations, goals and performance measures, where the coachee is responsible for his/her own learning and the coach is a resource and advisor.



Level / Function Expertise

- Mid-Manager
- Senior Managers
- High Potentials
- MBA Students
- Leaders at all levels

Coaching Focus

- Developmental Coaching
- Transition Coaching
- Leadership effectiveness
- Motivating people and self
- Coaching direct reports
- Managing teams
- Relationship management
- Career Management

Industry & Sector Knowledge

- Education
- Government & Public Sector
- Professional

Coaching Credentials

- Certified Professional Coach, iPEC Coaching