

## **KARIN ALLPORT**

### **Background Summary**

Senior Consultant to executives in large multinational corporations. More than thirty years experience in designing and implementing large scale change interventions which entail changes in strategy, structure and organisational culture and work behaviour. Previously several years of consulting experience in compensation design and implementation of reward systems. Previously senior management responsibility for Corporate Human Resources .

### **Experience**

Currently working as an independent consultant with HGS Concept AG in the areas of Organisational and Personal Development specifically change management, leadership, team development, innovation and coaching. For the past several years engaged in bringing neuroscience research into organisational practice.

#### Arthur D. Little/ Innovation Associates (Boston – London – Wiesbaden) 1997-2001

On a contract basis worked with international clients to accelerate the implementation of market driven changes on the basis of the concepts and practices of the learning organisation as developed by Innovation Associates . (Based on Peter Senge's Fifth Discipline and MIT Research)

#### Roland Berger & Partner International Management Consultants 1992-1997

On a contract basis worked primarily in two areas: supporting large German based corporations going through the transformation from public to private enterprises and working with multinational companies going through a merger or acquisition which involved a foreign entity.

#### The Forum Corporation 1987 –1992

Forum Deutschland Consulting GmbH, Managing Director, 1990 – 1992

Established and managed the German subsidiary of the Forum Corporation, a Boston based consultancy which specialises in large scale change management.

The Forum Corporation, Senior Vice President, 1987 – 1990, New York

Responsible for the Division's consulting practice: managed client relationships, designed and implemented large scale systems interventions, staffed and managed projects in the areas of strategy development and implementation, culture change and customer focus. Responsible for business planning and profitability.

The Hay Group, Senior Consultant, 1986 – 1987, New York

Managed consulting projects in the areas of culture analysis and culture change based on Hay's well researched methodology in this area. Also managed projects in compensation and performance appraisals.

K.A. Management Consultants, Principal 1985-1986 New York

Consulted primarily to medium size and family organisations conducting employee attitude surveys, performance analyses and succession planning. Designed performance appraisal systems and training programs. Worked with family members on critical structural, succession and interpersonal issues to achieve alignment.

William M. Mercer-Meidinger (now Mercer Consulting) Principal 1980-1985 New York

Established, staffed and managed a Human Resource consulting practice with major activities in the areas of compensation, organisational assessment, human resource policies and employee communication.

Directed the development of appropriate compensation methodologies for job evaluation and non-discriminatory pay systems. Designed large scale corporate surveys on the subjects of employee satisfaction, compensation and organisational culture.

Worked with major national union and management groups on executing non-discriminatory pay systems and appropriate worker participation models.

As a member of the senior management group responsible for the planning and profitability of one of the offices in the New York region which consisted of about 60 professionals. Direct responsibility for six professionals.

Responsible for press relations and public speaking engagements concerning these practice areas.

Boyle/Kirkman Associates, Consultant, 1979-1980 New York

Responsible for projects aimed at the integration of women and minorities at senior levels (Diversity). Designed and conducted training programs and specific interventions.

Commercial Credit Corporation Ltd. Vice President Human Resources 1973-1979 Toronto

Managed a human resource department for this multibranch financial services corporation with locations throughout Canada. Member of the Board of Directors. Represented the organisation on internal committees with the U.S. Head Office and the U.S. parent the Control Data Corporation and on external committees in the Canadian financial community.

## Previous experience

Peter Dewhurst & Associates (1972-1973) Psychological Assessments

ITT Sheraton The King Edward Hotel (1970-1972) Personnel Representative

Falconbridge Nickel Mines (1967-1970) Marketing Assistant

## Education

**Master of Arts (M.A)** Columbia University New York 1985 Organisational Change and Consultation

**Bachelor of Arts (Hon.B.A.)** York University, Toronto 1978 Major Psychology  
Minor Business Administration

**Bachelor of Arts (B.A.)** York University Toronto 1973 Psychology