

KAREN A. YOUNG

SPEAKER ▾ AUTHOR ▾ CONSULTANT



IGNITING PROFESSIONAL EXCELLENCE

Nothing lights up Karen A. Young more than inspiring people and organizations to achieve excellence—and she's been doing just that for more than 35 years!

She's worn the hats of employee, entrepreneur, small business owner, and consultant. She possesses the hands-on experience and expertise to understand the challenges hindering the pursuit of excellence and the strategies necessary to get there.

Karen customizes her presentations to her audiences and draws deep from the well of honest and authentic experiences. Karen knows and loves people, understands what makes a strong workplace tick, and is proficient at modeling the skills needed to move a professional bio from mediocre to marvelous.

In 2005, Karen founded HR Resolutions in Harrisburg, PA, with the mission of helping people and organizations thrive! Karen is the author of two books, *Honest and Real: An Essential Guidebook to Drama-Free Human Resources* and *Sought-After: How to Be Heard, Be Trusted, and Be Recognized for Your Expertise*.

Karen never stops learning and is dedicated to continually honing her expertise. She holds certifications from The Wharton School of Business, Cornell University, the HR Certification Institute, and the Society for Human Resource Managers. She has been recognized as one of **Pennsylvania's Best 50 Women in Business** and regularly contributes insights and strategy to *Forbes*, *USA Today*, *ZipRecruiter*, and the **Society for Human Resource Management (SHRM)**.

Ignite a passion for excellence in your workplace and your people. Book Karen today!



Karen provides proof that highly respected leaders are vulnerable and that failure and adversity are key ingredients for making it to the pinnacle of becoming 'sought after.'

KATE KOHLER
President, Staub & Associates, LLC





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Keynotes & Presentations

Keynotes and presentations can be customized to meet specific audience needs and can be structured as a live or virtual lecture, a roundtable discussion, webinar, breakout session, or with interaction and role play.

Authority Building Sought-After: How to Be Heard, Be Trusted, and Be Recognized for Your Expertise

Sought-After offers teams motivation to pursue excellence; change career-ending moves to career-defining moments; and become respected players in the workplace.

Workplace Culture Honest & Real: Creating a Drama-Free Workplace

Honest & Real equips managers to limit workplace drama and get back to business. Learn innovative strategies to establish a culture of accountability and become proactive versus reactive.

Harassment 101

Harassment 101 clearly defines what constitutes harassment and explains legal risk and exposure. Learn how to conduct a harassment investigation along with strategies to minimize damages.

Whiners and Perfectionists and Bullies, Oh My!

Communication is key to successfully managing a wide range of workplace personalities. Learn practical tips to clearly communicate your expectations and separate person from performance.

Recruitment and Retention Making Better Selections

Retention starts with the interview. *Making Better Selections* covers common interviewing mistakes, what questions can't be asked, questions that should be asked, and behaviors to watch for.

Wait, Don't Go!

Wait, Don't Go! shares employees' real reasons for resigning and strategies to keep them. Learn how to conduct exit interviews that will benefit the company and the employee.

Coaching Your Team

Coaching Your Team compares discipline vs. coaching, explains how to document the disciplinary process, and shares best practices for being a great team leader.

It's OK to Say Goodbye

Goodbyes are rarely easy, but sometimes necessary. *It's OK to Say Goodbye* covers at-will employment (and exceptions) and equips leaders to prepare and execute necessary terminations.

Compliance

Alphabet Soup of Absences

Acronyms can be daunting. *Alphabet Soup* cuts to the chase and explains FMLA, ADA, WC, and AWOL. Learn how to strengthen internal policies in each area.

What You Don't Know Can Hurt You

Knowledge is power. *What You Don't Know* shares key laws and regs regarding human talent, ways to minimize your risk, and how to reduce fines and claims.

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Recent Speaking Engagements

2023

Lorman

Empathy for HR (Webinar)

SHRM Annual National Conference

FMLA – We Have Rights, Too (Breakout Session)

Private Client

Let's Get Honest & Real

SHRM Berks County

Whiners and Perfectionists and Bullies, Oh My! (Chapter Meeting)

Central Penn College

Business of the Year Award: Inspiring Excellence (Keynote)

International Packaged Ice Association

Let's Get Honest & Real (Keynote)

2022

Lorman

How to Survive Saying You're Fired

Local SHRM Chapter

Ethics: Is it a Conundrum OR an Enigma

SHRM Annual National Conference

Sought- After: How to Be Heard, Be Trusted, and Be Recognized for Your Expertise

SHRM Annual National Conference

Ugh! Another Intermittent FMLA Request

Susquehanna Valley APA Chapter Statewide Conference

Sought- After: How to Be Heard, Be Trusted, and Be Recognized for Your Expertise

Private Client

Professional Conduct: Do you know where the "line" is?

Private Client

Interviewing: How to Hire the Best

2021

SHRM Annual National Conference

Ugh! Another Intermittent FMLA Request

HR Professionals of Central PA

Becoming a Trusted Advisor

The Dave Hooke Team

Innocent Chit Chat? Or Over the Line?

HR Professionals of Central PA

Becoming the Inspector Extraordinaire

David Leroy Plumbing

Interviewing: How to Never Hire the Wrong Person Again

Mid-Atlantic Community Papers Association

What You Don't Know CAN Hurt You

ProFast Inc.

Just Talk or Over the Line?

2020

Public

What You Don't Know CAN Hurt You – FFCRA

Harrisburg Regional Chamber & CREDC

Too Many Initials: FFCRA, PSL, EFMLA, FMLA

Paytime Payroll

Too Many Initials: FFCRA, PSL, EFMLA, FMLA

PA Motor Truck Association

Alphabet Soup

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Testimonials

“

Karen has been a constant learner, has surrounded herself with the right people, and has applied the fortitude to use her functional expertise to do the right thing—without the rigidity that is so often associated with subject-matter experts who 'know their stuff' but don't understand the full business contexts of the people they serve.”

AMEY SGRIGNOLI

President & CEO, Belco Community Credit Union

“

Karen uses insights from her experiences to provide compelling tales of learning, plus reflection opportunities, moments for renewal, and sound recommendations. You will gain additional insights into yourself as a professional and you will be equipped to attract new opportunities as a result of learning how to navigate and persist more effectively in your craft.”

JOHN J. SYGIELSKI

President, HACC, Central Pennsylvania's Community College

“

Karen A. Young has created the 'roadmap' for hidden superstars. Real talk, direct, and very actionable. Professionals at every level will benefit from the guidance offered by someone who has truly lived it.”

WARREN ZEISER

Respected Speaker, Coach & Consultant

“

Karen Young has created a practical and sustainable guide for those desiring to do what it takes to become sought-after. It is a learning platform, a springboard forward to a future possibility for those willing to see, seize and create opportunity. The building blocks are here. The implementation is up to you.”

STEVE GILLILAND, CSP, CPAE

Bestselling Author and Member of the National Speakers Association's Speaker Hall of Fame

“

The potential for career-defining moments lies right around every corner. Learn from the masters who will help you shortcut the system, avoid the landmines, and circumvent the roadblocks. Sought-After offers the perfect recipe and mindset for long-term career success and professional development. Karen A. Young makes the journey enjoyable, entertaining, and most important, human. Enjoy the ride!”

PAUL FALCONE

Author, The Paul Falcone Workplace Leadership Series

“

Karen provides proof that highly respected leaders are vulnerable and that failure and adversity are key ingredients for making it to the pinnacle of becoming 'sought after.”

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Keynote Attendee Comments _____

“

I liked the way she gave us actual information for our daily work lives.”

The speaker was great. Make the session longer.”

She has great stage presence. I learned a few new things I did not know. Glad I attended her session.”

Karen was such a great speaker! She kept my attention the entire time! I feel like an expert now!”

Karen was clear and concise. She made a topic that is often confusing easy to understand.”

Karen had so much relevant content!”

Karen was an awesome presenter and gave us some very good information. It was exactly what I needed to hear.”

Extremely knowledgeable and great speaker. Learned some things I didn't know.”

Great information I can use. Great speaker. Made it interesting and informative.”

Educational, professional, and entertaining! So good I went and bought her book afterwards.”

Karen ROCKED! Bring her back please!”

Very relatable and experienced. Able to present in a way everyone could understand.”

Karen had a very informative presentation, and I always appreciate when a speaker weaves real life situations and audience scenarios into the presentation.”

I came away with very practical and useful tools for managing a complex area.”

Love the nuts and bolts of her conversation.”

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