



## Karen Beth Greenbaum

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Karen Greenbaum is the Founder and CEO of KBG Strategic Solutions. She partners with business leaders to navigate complexity, drive growth, and achieve their strategic vision leveraging her expertise in strategic planning, transformation for growth, expert facilitation, extensive research and active listening, interactive presentations, trends and insights and more. KBG Strategic Solutions offers tailored strategies that deliver measurable results for global businesses, growth oriented mid-size companies, associations and not-for-profits.

She has served on corporate, private and not-for-profit boards for the last 20+ years. Before joining AESC, she was recognized for the impact she made as a Compensation Committee member. At AESC she served on the Nominating and Governance Committee reshaping its board governance practices and board composition. She maintains her commitment to excellence in governance through her active membership in NACD (National Association of Corporate Directors) and PDA (Private Directors Association). Her commitment to governance excellence and strategic insights have earned her recognition as a thought leader in the power of aligning culture and talent strategies for growth and innovation.

After ten years as CEO, Karen Greenbaum stepped down as CEO at the end of 2024. As CEO of AESC (the Association of Executive Search and Leadership Consulting), she strengthened the association's governance structure and global influence, elevated industry standards, and advocated for diversity and inclusion. As CEO, she had overall responsibility for this \$21B+ industry worldwide with members in over 70 countries. Her role as COO at Nixon Peabody saw her expand the firm's international presence and implement innovative client engagement strategies. Previously, as President and COO of Mercer US, she managed a \$1 billion business, driving double-digit growth and leading strategic acquisitions. Prior to becoming President of Mercer US, she led Mercer's global Communication and Change Management consulting practice focused on helping clients engage talent in changing business strategies.