

KAREN DIAZ – ASSOCIATE

Karen Diaz, a native of Trinidad, has over 25 years experience as an adult educator, trainer and consultant. Her commitment is to help clients plan and facilitate change initiatives in order to be successful in today's competitive environment and to anticipate and plan for future challenges. Karen's specialty is training managers and staff in areas such as: Cultural Competence; Diversity and Equity in the workplace; Managing Change; Leading Teams; Building a Team Culture; Leadership Development; Decision Making; and, Conflict Management.

Karen's extensive experience in the design, development and delivery of workshops and consulting sessions for public, private and not-for-profit organizations has spanned the globe. As a result of her passion for travel and promoting cultural effectiveness, her assignments have taken her to Central America (Nicaragua, Honduras), Asia (India), Eastern Europe (Romania), the Russian Federation and the Caribbean (Barbados, Guyana, Trinidad and Tobago). In Canada, she has also worked in the private sector, federal departments, non-Government organizations and First Nations communities and funding agencies. She also developed the curriculum for the course – "Trans-cultural Leadership" – in the Career and Management Department of McGill University.

Karen has worked on several projects in which culture, diversity and equity have always been included as an important component. She developed a *Diversity/Gender and Institutional Change Process* which includes: needs analysis; visioning; selection of individuals for promoting an equality taskforce; development of implementation plans and monitoring; awareness training; awareness training of trainers; equality strategic planning sessions; and, facilitated discussion sessions with men and women.

Karen has cultivated a unique, thought-provoking, sensitive and participatory style of delivery. Her personable open approach has enabled clients to work easily with her in order to design and develop strategies to promote higher productivity and progress. Her success can easily be measured in the repeat invitations she receives by her clients to work with her.



In Honduras and Nicaragua, she developed and facilitated workshops on cultural awareness and knowledge transfer strategies, as well as, workshops on Diversity and Equity in the workplace for Central American Ministries and Electrical Companies.

In Quebec, Karen has worked with provincial social service institutions where she developed a *Diversity in the Workplace* programme. She is presently the Gender Advisor for the Governance Advisory Exchange Program where she has assisted and supported the Russian regional administration in implementing gender equality through various strategies. Karen has also assisted a UN agency in developing a gender strategy paper.

Karen holds a Masters in Education from McGill University. In addition to her active training and consulting she is a part-time faculty member at McGill University's Career and Management Studies.