

Kristen Howe

Chief Product Officer of Linkage, Leadership Consultant, and Speaker

Please contact a GDA agent for information.

Topics

- Corporate Culture & Governance
- Diversity and Inclusion
- Leadership
- Virtual
- Women's Empowerment

About Kristen Howe

Kristen Howe is the Chief Product Officer at Linkage, where she oversees Product Management and Product Development. She has over 20 years of experience building and leading businesses in the leadership and development space, with a focus on leadership development, sales, coaching and facilitation.

Kristen is passionate about building products that foster inclusive behavior, positive corporate performance and business outcomes. She strives to create products that help global organizations develop key segments of their business, in both live settings and through digital platforms. She empowers teams by developing smart and efficient processes designed to utilize the individual skills of every team member, all while optimizing overall performance.

Kristen is a highly sought-after leadership consultant and speaker, with a deep expertise in Advancing Women Leaders and Inclusive Leadership. She has delivered programs and keynotes to thousands of leaders globally at organizations such as the Chief HR Officer Exchange, The Chief Learning Officer Exchange, Constellation Brands, The Tata Group, Western Union, and Texas Instruments, among others. She is also an emcee at Linkage's Women in Leadership Institute™, an immersive experience which attracts more than 1,400 women leaders across the globe each year.

Prior to joining Linkage, Kristen spent the last decade growing businesses within Corporate Executive Board (CEB), now Gartner. During her time there, she led multiple teams across the Talent Solutions business, focusing on conceptualizing, building, selling and delivering talent solutions based on CEB data. She also ran CEB's Leadership Academies business, which developed more than 30,000 professionals at 2,100 companies throughout 50 countries; Kristen was consistently recognized as one of the top managers and coaches across the entire firm.

Kristen previously served in a variety of roles including global facilitator, consultant and engineer. She has a Master of Business Administration from the Southern Methodist University in Dallas, TX, and an undergraduate degree in mechanical engineering from North Carolina State University.

Select Keynotes

- **Three Critical Levers to Creating an Inclusive Culture**

The time is now for transformational change and a recommitment to the advancement of underrepresented groups in the workforce.

Organizations in the United States spend \$8 billion on diversity and inclusion training each year. And yet, the results simply aren't there: 45% of U.S. workers report experiencing discrimination in the past year and 75% of employees in underrepresented groups do not feel they have personally benefited from their company's DE&I programs.

While inclusion initiatives such as forming Employee Resource Groups (ERGs) and unconscious bias training may be an important first step to improve inclusion across the organization, Linkage's most recent research finds these activities are far from sufficient.

Just as our broader society is beginning to understand the substantial systemic changes that need to happen to improve inclusion, organizations are also realizing that to be truly inclusive, organizational cultures and systems need to change. Despite prioritizing initiatives to improve inclusion, most leaders do not believe they have a clear roadmap for how to make their organizations more inclusive.



In this session, you will:

- ◊ Determine the biggest areas of opportunity in your organization around creating an inclusive culture and inclusive leaders
- ◊ Understand the three critical attributes to a more inclusive culture and practices that you can apply to impact employee perception of inclusion that will lead to improvement on critical business drivers like financial results, decision-making, innovation and employee net promoter score
- ◊ Learn the five hallmark behaviors of inclusive leadership that are inextricably linked to effective, purposeful leadership

• **Changing the Game for Women in the Workplace**

The personal impact of COVID-19 has been swift for many women leaders, and the UN warns

that the impact of the pandemic could reverse decades of progress towards gender parity, while [LeanIn](#) finds that one in four women are considering downshifting their careers or leaving the workforce due to COVID-19.

How can we change the game for women in the workplace?

Advancing your women leaders is more urgent now than ever before. Linkage's decades-long research on the advancement of women leaders identifies the four critical areas organizations must address in order to meaningfully support women and create a strategy for achieving gender parity: Culture, Talent Systems, Focused Leadership Development and Executive Action.

In this session, you will explore:

- ◊ The state of women in the workplace and the path to gender parity
- ◊ How to measure and prioritize the critical areas to advance women leaders at all levels of your organization
- ◊ The seven hurdles women need to address to advance into positions of greater leadership at your organization

• **Women Leaders, Your Time Is Now! Addressing the Inner Critic and the 7 Hurdles to Your Career Advancement**

The impact of the COVID-19 public health and economic crisis has been far-reaching, and women in the workplace have been disproportionately affected. As women navigate the hurdles to advancement during a crisis, advancement becomes even harder to achieve.

How can women continue to prioritize their advancement, along with the myriad other challenges and stressors they are experiencing during this once-in-a-generation crisis?

During this interactive keynote session, we will explore the "Inner Critic", one of the seven high hurdles to advancement for women in the workplace. Informed by more than 20 years of coaching and assessing women, Linkage knows the path to leadership for women is different.

The Inner Critic is the voice inside our head that is critical of ourselves and others. It drives our thoughts and actions and can lead us astray by stifling our opinions and desires, preventing us from making decisions and hampering relationships. Understanding what triggers our Inner Critic and knowing how to return to our Compassionate Center—the place where we pause, get curious, and deploy compassion to ourselves and others—is key for women leaders to advance their careers.

In this session, you will explore:

- ◊ How your Inner Critic drives what you think and do and holds you back from advancement
- ◊ How to recognize your Inner Critic and learn a practice for returning to your Compassionate Center
- ◊ How to manage your Inner Critic by using your Inner Coach
- ◊ The seven hurdles, and how the Inner Critic can make those hurdles harder to glide over