

Kathy Lee, MA

Kathy brings a strong global mindset to 30 years of coaching, consulting and training experience in the United States and South Africa to clients who represent diverse nationalities, ethnicities, religions and professions. Her clients include U.S. citizens and expatriates working in the United States from other countries including: China, India, Pakistan, South Korea, Japan, Viet Nam, Kenya, Zimbabwe, Sierra Leone and others. Her work in corporate, not-for-profit, government, education and healthcare sectors provides a solid foundation in understanding how organizational cultures impact those who work in them and the conscious strategies employees need to succeed in their careers.



Kathy enjoys working with people from diverse cultures and supports them to draw upon and align their choices (professional and personal) with their personal and cultural values and beliefs.

Kathy earned her B.A. in Sociology from the University of Wisconsin in Madison and her M.A. in Sociology from the University of Witwatersrand, Johannesburg, South Africa. She is a certified coach with the International Coach Federation.

Key Highlights:

- Successfully provided coaching to senior manager at top tier U.S. professional services firm (\$29B revenue), who was planning to leave the firm. She is from China and works in the U.S. She was a top performer, but was bored and she felt something was missing from her career and life. She identified core values she wished to honor, among them family and access to her own cultural community. We prepared her to negotiate a new position and relocation package closer to her family. We developed a two year strategic career plan with milestones, identified and resolved limiting beliefs and positioned her for partner track. She asked for and was granted a new position in a new location, with increased national visibility, renewed energy, engagement and commitment. The firm retained a top performer and she assigned to an elite national project reserved for top performers.
- Successfully coached first cadre of thirty African management candidates for South African agricultural development company. All of them graduated and became project managers on development projects. They were often the first in their families to be formally educated beyond secondary school, thereby raising the quality of life for their generation.

- Successfully coached a tax advisory manager at top tier professional services firm in the U.S. to make transition from maternity leave back to demanding client-facing project manager, requiring frequent client presentations that caused her great anxiety. She is from Kenya, working in the U.S. We developed her presentation skills, provided her with methodology utilizing incremental practice and feedback sessions. In six weeks she felt empowered to deliver major client presentations, received excellent team and client feedback and was positioned for accelerated progress in sales and marketing for her business unit and her career.
- Successfully coached the owner of a Washington-based consulting and training firm in a highly competitive environment to improve her problem solving techniques and decision making process that resulted in a strategic plan to increase achievement of business goals and market share.
- Coached Japanese senior tax manager through career transition in top tier U.S professional services firm requiring expanded responsibility and relocation. We developed his personal brand and value proposition, executive presence and emotional intelligence resulting in greater visibility to leadership. Resulted in his being fast tracked for partner.
- Coached top national healthcare system to create Diversity & Inclusion strategy, build leadership capability to envision a new future with greater levels of diversity of people and thought at all levels and to acquire new skills to manage strategic diversity issues impacting their workplace, workforce and marketplace. Led peer coaching process for executive team. Resulted in decision to conduct organizational culture research to identify supports and barriers to accessing talent of all associates, and to establish diversity council with CEO and COO as leaders and champions positioning them for healthcare best practices in diversity.

Companies I've Worked With:

- American Institute for Managing Diversity 1989-2009
- PG&E 1991
- Internal Revenue Service 1992
- U.S. Forestry Service 1992
- Texas Instruments 1992
- NOAA 1993
- U.S Postal Service 1993
- AT&T 1992-1997
- Roosevelt Thomas Consulting & Training 1992-Current
- Michelin North America 1996-2002

- Ryerson Steel 1997-2000
- Hallmark Cards 1997-2000
- Lockheed Martin 1998-1999
- Georgia Department of Rehabilitation 2000
- United Air Lines 2000-2002
- Heineken USA 2001-2003
- Alston and Bird 2001-2007
- Georgia Department of Justice 2002
- Norfolk Southern 2002-Current
- Taft Law 2003
- Citi Cards 2003-2007
- Ferguson Enterprises 2004-2006
- Milliken 2005-Current
- South Star Energy 2005-2006
- Duke Energy 2006-2007
- Palmetto Health 2006-2009
- McKesson 2007-2009
- Deloitte 2007-Current
- Global Novations 2007-Current
- Polo 2008-2009
- Imperial Sugar 2009
- New York Federal Reserve 2011
- Baylor Healthcare System 2011

Geographies I've Worked In:

USA, Canada, South Africa

Leader Positions I've Coached:

- Middle Management, Senior Management, Director, Executive Team

Business/Talent Challenges I've Helped Leaders Solve:

- Mobile, Global Professionals Adapting to New Cultures
- Personal Mission
- Value Proposition & Personal Branding
- Strategic Professional Networks
- Client Presentations
- Coaching and Developing Others
- Effective Leadership
- Effective Delegation and Empowerment Skills
- Executive Presence and Eminence
- Talent Engagement

- Performance Management
- Work/life Balance
- Talent Retention
- Career Transitions
- Workforce Diversity

Leadership Experience:

- Kathy and her family moved from Asheville, North Carolina to a homeland in South Africa, Bophuthatswana, from 1981- 1988, during apartheid, for the purpose of building interracial, multi-cultural communities. Kathy co-created course curriculum for first African management candidates at inaugural training center for AGRICOR. The course laid a firm foundation for managers and future leaders in agricultural development in South Africa. She spearheaded stakeholder engagement by including farmers' (men's and women's) input in the planning process for the first time in the history of this company. Kathy's Master's Degree research on the changing roles of women and men in agriculture was presented to the president of the government of Bophuthatswana, President Lucas Mangope, during an interview with him to present her findings and policy recommendations.
- Kathy's Master's dissertation at the University of Witwatersrand was heralded as leading edge research in quantifying the diminishing role of women in agricultural development in the 20th century and was required reading in Sociology courses taught by Professor Belinda Bozzoli, Head of the Department of Sociology at that time.
- A new pioneering role for her, Kathy was the first Director of Education and Training for the American Institute for Managing Diversity in Atlanta, Georgia – a startup not-for-profit national think tank. It was initially located on the Morehouse College campus, a Historically Black College. She built this department from zero to \$750K revenues in the first 18 months.
- She is founder and President of Diversity Associates, Inc. based in Durham, North Carolina, a coaching, consulting and training firm committed to building individual and organizational capability to fully engage human capital at all levels of organizations.
- Kathy performed in the top 1% of her graduating class from the University of Wisconsin. Her Master's dissertation was recommended for Honors at the University of Witwatersrand.
- On a personal level Kathy has served in various officer positions on governing councils (Spiritual Assemblies) of local Bahá'í communities where she has resided both in the United States and South Africa. She

served on the National and Regional Race Unity Committees, dedicated to fostering racial and ethnic harmony and fellowship, and has been engaged in multi-cultural community building processes on both continents.

Diversity Leadership Academies

In addition to coaching, Kathy is a Diversity & Inclusion consultant to Fortune 100 - 500 companies, working with corporate executives to build diversity strategies and infrastructure including diversity councils and employee resource groups.

She is lead facilitator for the Diversity Leadership Academies sponsored by the American Institute for Managing Diversity. Academies are conducted in major strategic cities across the United States and are designed to transfer diversity management skills to community, business, government, health, education, not-for-profit and religious leaders. Co-sponsors for the Academies are: Coca Cola, WellPoint, Michelin and Furman University.

Author and Documentary Producer

As author Kathy wrote a book to help leaders become better at managing workforce diversity, *Designing a House for Diversity: A Blueprint for Personal Diversity Effectiveness*. Grounded in her long-term interest in racial unity and social justice she produced a documentary film on efforts of the American Bahá'í community to foster equality after World War I. Her interest in global peace is reflected in *Prelude to the Lesser Peace*.