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Karen Johnson, MSL



Leadership Advisor and Executive
Coach

BIOGRAPHY

Karen Johnson is a seasoned leadership advisor and executive coach with more than 25 years of senior leadership experience in the healthcare and software industries. She partners with organizations and their leaders to unlock potential through strategic vision, culture transformation and team development. Johnson advises executives on personal and professional growth while guiding organizations through meaningful, results-driven change.

Over the past two decades, Johnson has built and led high-performing teams, delivering innovative post-sales solutions and generating over \$500 million in annual revenue. She has played a pivotal role in identifying,

developing and placing leaders across all levels, with a particular focus on cultivating strong organizational cultures. Her deep belief in the power of culture as a driver of success shapes her approach to leadership and organizational development.

Johnson is widely recognized for her ability to meet stakeholder expectations and deliver sustainable results through trusted leadership, clear communication, strategic negotiation and sound decision-making. Her areas of expertise include strategic leadership, organizational design, career pathing and retention, employee engagement, executive coaching, team building, culture facilitation, leading in virtual environments and strategic planning.

Johnson's mission is to empower leaders and teams to create positive, lasting change in their organizations and communities. Drawing on her expertise in leadership development, culture transformation and organizational strategy, she delivers customized solutions that improve performance, elevate satisfaction and enhance impact.

Johnson holds a master's degree in strategic leadership and has completed advanced leadership programs through Harvard University, the O'Neill School of Public and Environmental Affairs at Indiana University and the American Management Association. She is also a certified Everything DiSC® Practitioner and teaches at Indiana University's O'Neill School. Beyond her professional work, she actively gives back to her community as chair of the Sonia Plotnick Health Fund, a nonprofit supporting women's access to healthcare.

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