

MODERATOR BIO

Karen Fryday-Field, Senior Consultant Meridian Edge Leadership & Governance Consulting and CEO, GOVERN for IMPACT



Karen Fryday-Field is a London born entrepreneur, business leader, consultant and community builder and supporter. She has been actively orientating, educating, and consulting with governing Boards, senior leadership teams and CEOs for over 18 years. She is a highly experienced facilitator and consultant. Karen has spoken and provided leadership development, strategic thinking, strategic planning, and governance consultation in Canada, the United States, England, the Middle East, and internationally.

Karen Fryday-Field is the Managing Partner of Meridian Edge Leadership and Governance Consulting Group located in London, Ontario, Canada. Karen consults regularly with Boards to address governance effectiveness and generative/strategic thinking and development of new ways to add value at the governance level and throughout the organization. She has been a Strategic and Governance Consultant and researcher since 1993 and completed the Governance Academy Program in Atlanta, Georgia. Her client list of non-profit, public, and for-profit/corporate Boards in Canada and the United States is extensive. Karen is dedicated to helping Boards improve their effectiveness. One client organization, The Michener Institute, won runner-up for the Spencer Stewart Award for Governance Excellence in the public sector, over two different years, presented by the Conference Board of Canada. Several Boards Karen has coached have been recognized for their governance contribution nationally and internationally.

Karen Fryday-Field has a strong record and particular success related to:

- Governance Structures, Approaches, and Effectiveness
- Generative and Strategic Thinking and Planning
- Business Start-up and Planning
- Vision and Mission Clarity/Focus
- Organizational and Leadership Development
- Facilitating and Leading Change/Performance Development
- Strategic Risk Management Systems
- Process Measurement and Redesign
- Design Thinking
- Program Planning and Evaluation Processes
- Metrics/Balanced Scorecard Design and Implementation
- Group Facilitation and Team Building



TOWN HALL
TUESDAY SEPTEMBER 21, 2021
11:00-1:15 PM ET

Karen was the gold medalist in the Bachelor of Science in Physical Therapy and has completed the course work for the Master's program in Epidemiology at The University of Western Ontario. Karen achieved the position of Ivey Scholar while graduating with her MBA, at the Ivey School of Business at Western University. Karen has served for several years in senior leadership positions at teaching hospitals in London, Ontario as well as in several community-based public and privately owned health care organizations and services. Karen also served as the Chief Facilitator for organizational re-engineering at Victoria Hospital in collaboration with Ernst & Young prior to the formation of the London Health Sciences Centre.

Karen consults with many organizations to develop strategic thinking and planning directed toward building business success in the face of an ever-changing business environment. Her leadership consulting practice is focused on assisting companies, organizations, practices/businesses with developing successful governance approaches, critical strategic direction, business and market strategies, building measurement systems to assess organizational effectiveness, and building people capacity, energy, and focus.

Karen completed an international benchmarking study on corporate governance best practices which included an evaluation of the unique work of the Board, communication and accountability systems within corporate governance, and the roles and relationship of the Board and Chief Executive Officer. She has completed several other externally funded research projects and Chairs GOVERN for IMPACT's Demonstrated Impact (Research) Team which provided its first governance research report published in February 2021 in the International Journal for Governance Excellence. Karen is currently serving as GOVERN for IMPACT's part-time CEO. She has coached over 200 Boards of Directors to clarify and rejuvenate their governance approach leveraging organizational capacity (including in the university/community college, health care, air industry, pharmaceutical, regulatory, social service sectors, and membership associations). She has written several articles and presented hundreds of workshops and seminars. Karen is committed to enabling organizations to lead and embrace change in order to accomplish their desired outcomes/impacts.

Karen is also dedicated to serving in her local community in order to build community capacity and success. She actively supports and mentors young leaders and entrepreneurs. She has served as the Chair and Past Chair, of the Board for the United Way of London and Middlesex and has served on several other Boards and committees. Karen has served as a member of the Grants Committee of the London Community Foundation and on the Arthritis Society, Jewels and Jeans Signature Fundraising Event Organizing Committee. She is a Past Chair of the Brescia University College Board of Trustees and currently serves on the Brescia Campaign Cabinet. Karen has also been a Board Member of the Canadian Universities Board Association. Karen, in partnership with her husband Brian Field, has launched and grown several private health care businesses (including Meridian Hearing and Meridian Spine and Joint Physiotherapy). She remains passionate about her first profession of physical therapy. Karen is privileged to be a mom to two amazing young adults and five adorable grandchildren. Karen was most recently awarded the honor of becoming a London and District Business Hall of Fame Laureate to be celebrated in October 2021.