Access to Experts

Karen V. Beaman , Chief Executive Officer , Jeitosa Group

Karen V. Beaman is a Senior Global Advisor and Founder/CEO of Jeitosa Group International, a worldwide strategic business consultancy focused on making global HR a reality. She led the strategy team responsible for designing the global core for Workday's new Human Capital Management (HCM) system. Previously she held global responsibility for the sales and delivery of ADP's professional services across the Americas, Europe, and Asia/Pacific. She was based in Paris for four years, where she was responsible for building and leading ADP's professional services business across Europe and for launching the company's professional services in Latin America.

She is an internationally recognized speaker and author and has published works on such topics as global human resources issues, information technology, transnational organizational design, strategic sourcing, sociolinguistic variation, cultural diversity, and global leadership. Her first edited volume, Boundaryless HR: Human Capital Management in the Global Economy (2002), addresses global strategic planning and implementation issues and her second, Out of Site: An Inside Look at HR Outsourcing (2004) takes an in-depth look at human resource outsourcing. Her third book, Common Cause: Global Shared Services for Human Resources (2006), looks at the planning, implementation, measurement, and ongoing management of shared services for HR operations. Her fourth book, HR Frontiers: Shifting Borders and Changing Boundaries (2008) takes a broad look at the field of global human resource information technology from strategic planning to people management, from implementation and operations to measurement, compliance and governance.

She has a B.A. from Old Dominion and an M.S. from Georgetown University and was promoted with distinction to Ph.D. candidate in Sociolinguistics and Historical and Computational Linguistics. Her Ph.D. thesis conducted a quantitative analysis of sociolinguistic variation in Schwäbisch, a dialect spoken in southern Germany. She is the co-founder and Editor-in-Chief of the IHRIM Journal, Program Chair for IHRIM's Global Special Interest Group (GSIG), past-Chair of the IHRIM.link Magazine Editorial Committee, and a former member of the IHRIM Board of Directors. In 2002, Karen received the Summit Award, IHRIM's highest award honoring her lifetime achievements in the field. She is fluent in English, German, and French, and has a working knowledge of Portuguese. She can be reached at karen.beaman@jeitosa.com

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