

Karin Gummerus

Helping organisations build the capability they need to perform, adapt and grow.

ABOUT

For more than 25 years, I have worked with organisations navigating growth, change and transformation.

My experience spans business development, organizational change, talent management, executive search and leadership advisory – giving me a broad perspective on how business, leadership and people come together to shape organizational performance.

How do we build an organization that can perform today while preparing for tomorrow?

Today, my work focuses on helping leadership teams connect business strategy with people, leadership and organisational capability – creating the conditions for sustainable performance, adaptability and future growth.

WHAT I'VE LEARNED

My work with HR leaders, CEOs and business executives across a wide range of organizations has revealed remarkably similar challenges when building the capability needed for future success:

- identifying the skills, leadership and capabilities required for the future
- understanding where critical capability gaps and organisational risks exist
- connecting fragmented people data into meaningful business insight
- replacing individual initiatives with a more systematic and integrated approach
- turning decisions into action through practical implementation, follow-up and measurable business impact

These observations have shaped both my perspective and the way I work today. They are also why helping organisations build Organisational Capability has become the central focus of my work.



ORGANISATIONAL CAPABILITY

To me, Organisational Capability is an organisation's ability to consistently perform, adapt and grow.

It is created by aligning business priorities with the right people, leadership, skills, structures and decision-making.

Every important people, leadership and Talent Decision should strengthen that capability.

Companies that build Organisational Capability are better prepared to navigate change, develop future talent and execute strategy with confidence.

Helping organisations build that capability has become the purpose behind my work.

Every important Talent Decision should strengthen an organisation's ability to execute its strategy, adapt to change and perform over time.

HOW I CREATE VALUE

I work where business strategy, leadership and people intersect.

This is often where organisations face their most important questions – how to prepare for the future, develop the capabilities they will need and make decisions that strengthen long-term performance.

My work includes helping leadership teams identify future capability needs, strengthen Talent and succession practices, create practical decision frameworks and build more systematic ways of developing people and organisational capability over time.

Rather than applying predefined models, I help organisations develop practical solutions that fit their own business, culture and ambitions.

TYPICAL AREAS OF ENGAGEMENT

Talent Strategy & Future Capability	Organisational Capability	Talent Reviews & Succession	Leadership Development	Leadership Assessment	Executive Search	Business Transformation
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