



Karen Foundling

EXECUTIVE COACHING · FACILITATION · GRAPHIC RECORDING · LEADERSHIP DEVELOPMENT



PROFILE

youalreadyknow.ai

For more than twenty years, Karen has helped individuals, leaders and teams see what matters most — unlock more of their potential, and create organisations where people and performance thrive together. Through coaching, facilitation and live graphic recording, she helps people see what they couldn't see before: making sense of complexity, uncovering fresh thinking and turning insight into meaningful action.

Her work combines compassionate challenge with commercial pragmatism, creating the conditions for stronger relationships, better decisions and sustainable results while strengthening individual growth and wellbeing.

WHAT KAREN IS BROUGHT IN TO DO

- Coach executives and leadership teams on self-awareness, presence, and transformational impact
- Facilitate top team effectiveness — building trust, alignment, and collective accountability
- Help leaders think more clearly under pressure and navigate uncertainty with greater confidence
- Help teams move beyond silo thinking toward stronger collaboration, accountability and execution
- Capture the essence of complex conversations through live graphic recording

I BELIEVE

People already have more potential than they realise. My work isn't about fixing people — it's helping them reconnect with capability that's already there.

Awareness creates choice. Once people see differently, they act differently — I am constantly helping people notice patterns, assumptions and blind spots.

Clarity creates momentum. When people become clear, they move.

Challenge is an act of care. I don't avoid difficult conversations. I hold them with warmth, because I believe in the people I'm challenging.

GRAPHIC RECORDING

Not just 'drawing' — graphic recording is about deep listening and capturing the essential essence of what is being shared. Karen listens with a coach's curiosity and a designer's eye, distilling complexity into images and ideas that people remember, helping them connect ideas, spot patterns and turn insight into action.

WORKING STYLE

Karen brings a rare combination of coaching depth, facilitation skill and visual thinking — meeting people where they are, helping them see what they couldn't see before, and moving them toward action with clarity and confidence.

CREDENTIALS

CERTIFICATION Professional Certified Coach (PCC), ICF · Graphic Recording & Visual Facilitation

TOOLS Ontological Coaching · Systems Thinking · Integral Model · Visual Facilitation

FOCUS Executive Coaching · Team Effectiveness · Culture Change · Leadership Development