



Kim Jones
ALLIANCE

KEYNOTE SPEAKER



Background

Kim Jones draws on her 25 years of combined corporate and C-suite experience, coupled with her deep knowledge of leadership norms and best practices in corporate America, to develop a leading resource for women who want to advance their careers and create maximum workplace impact. She created Kim Jones Alliance (KJA) for individuals and companies looking to accelerate the progression of women in their work and careers. As part of this work, she partners with her clients to examine the structures that exist in their organizations and identify and implement solutions that create more equitable outcomes for women and other underrepresented groups, whether they be through leadership development or culture change.

Challenging Inequities Within the Workplace

Many systems of inequity are entrenched in organizations, making it critical for companies and their leaders to gain insight into what drives these inequities so they can take strategic actions that can be effective in the face of bias and other sources of inequality. Kim examines the intricacies of these issues and strategizes with her clients on how to lead themselves and others in ways that elevate their influence and drive systemic change, with the goal of creating equitable opportunities comparable to those more readily available to men.

By evaluating how biases play out in tech and other male dominated industries, Kim works with her clients to identify ways to successfully navigate their environments and take powerful actions that will increase their effectiveness, and ultimately grow their impact within their roles. This work is critical to stem the effects of bias in male prevalent industries like tech, where an alarming 46% of women leave the field by the midpoint of their careers due to unfairness they've encountered.¹

1. Brotopia, Chang, 2018.

To combat the dynamics that perpetuate women's underrepresentation, Kim educates, coaches, and consults with her clients to help them understand the mindsets and systemic conditions that may be holding them back, leveraging her training and education in anthropology to consult with individual and corporate clients about how existing norms drive inequitable outcomes in companies. This is often a critical first step to developing the knowledge and actions needed to create the changes clients desire. For individual clients, this awareness is leveraged to identify and build the skills to achieve the leadership and executive positions to which they aspire. Once in elevated roles, Kim works with them to maximize their impact and contributions to their organizations. For companies, Kim is a source for organizations that recognize they're not fully leveraging the potential of their female talent and wish to make a change. Kim designs and delivers custom roadmaps to these clients designed to support them in making the changes that result in more hospitable workplaces for women and other underrepresented groups.

Unique Programs to Elevate Women

KJA's chief objective is working in traditionally male-dominated fields to assist them with becoming more hospitable for women while retaining the female talent already there. As such, KJA has developed courses and products that are designed to provide an equalizer for women seeking to climb the corporate ladder and reach their highest leadership potential. Through the trifecta of education, coaching, and consultancy, KJA empowers women in male prevalent fields like technology and leadership to shift both their mindsets and their behaviors to attain their professional goals. Furthermore, by embedding research and data on the ways that systemic bias shows up in companies and the strategies that effectively counteract them, Kim helps her clients examine and understand the systems of which they are a part and the actions that will best enable them to make meaningful changes within them. By doing so, she goes beyond merely highlighting the shortcomings in diversity and inclusion practices to empower her clients to take effective action.

In her work, Kim utilizes her unique background that combines expertise in information technology (IT), corporate leadership, cultural anthropology, coaching, and psychology. Kim's credentials put her at the forefront of executive coaching for clients looking to succeed in industries dominated by men and for consulting with companies looking to build more inclusive cultures. She has experience working with clients in tech, insurance, entertainment, utilities, higher education, and others. She also has experience working with a range of companies from start-ups to Fortune 250.



Industry-Leading Leadership School for Women

Kim has developed and delivers programs geared toward building 21st century leadership skills and creating high performing, inclusive work cultures. Topics include her journey to the C-suite; building engaged and inclusive work cultures; attributes of 21st century leadership; strengths-centered leadership; delivering effective feedback; effective networking for women; attracting and retaining underrepresented workers; building resilience; fostering accountable work cultures; and effectively addressing microaggressions and gender biases.

KJA is also launching an academy for women leaders in tech in Summer 2024. This program will equip participants with the skills they need to reach their highest leadership potential in industries with predominantly male workforces.

The program, STEMBridge Leadership Academy (SLA), is an innovative, multi-modal leadership intensive where participants learn principles of 21st century leadership, develop strategies for successfully navigating male-dominant work environments, build skills to confidently lead in their highest leadership capacity, and create impact by setting compelling vision and building inclusive and engaged teams. Learning methods include on-demand online content, group learning sessions, group and individual coaching, professional goal setting, and a culminating transformative leadership and wellness retreat. Each course is limited to 15 women to create a safe, trusting, and connected community of women tech leaders (and select women in other male-dominated industries) and is by application only.



Kim Jones



Kim Jones is a career and executive leadership certified coach, speaker, facilitator, and gender equity advisor who is committed to developing leaders and elevating women in the workforce.

As a former C-Suite leader in Information Technology, Kim consults with corporate clients looking to bridge the gap between their gender equity intentions and results, and offers coaching to women in male-dominated industries to reach their highest leadership potential. In her work with organizations, she advises her clients on changing the cultural systems that create and perpetrate obstacles to women making their greatest professional impact.

In her work with individuals, Kim provides coaching to professional women who want to make a bigger impact through their work, who are navigating the challenges of being underrepresented in some of the most important industries of the 21st century, including leadership and tech, and who are looking to implement effective strategies for working in environments where they may feel undervalued, overlooked, and like imposters.

Kim leverages her business and leadership expertise, as well as her training in coaching and cultural anthropology, to guide her individual clients in developing the skills, authenticity, resilience, confidence, perseverance, and cultural acumen necessary for professional growth, while creating practices to balance professional objectives with overall well-being.

In her work with companies, Kim consults, advises, and speaks on gender equity and leadership topics aimed at elevating corporate performance. She works with companies who aspire to more fully leverage the potential of their female talent by designing custom roadmaps for making culture changes that result in more hospitable workplaces for women and other underrepresented groups.



Prior to launching her consulting and coaching business, Kim held executive-level positions for several Fortune 250 companies in various cross-functional roles, most recently serving as divisional CIO and SVP, Information Technology for Farmers Insurance Company. In this position, she led teams of over 1,000 people to develop and implement the company's technology vision and strategy. In previous roles, Kim led various facets of business operations for both large companies and start-ups.

Kim holds a master's degree in anthropology, MBA, and a bachelor's degree in psychology from California State University, Northridge. She is an ACC-certified coach through the International Coaching Federation and is a Gallup certified strengths coach. She holds additional certifications from Hogan, MHS, and from the Yale University School of Management, Women's Leadership Program.

Areas of Expertise for Speaking Engagements

Fostering Engaged and Inclusive Work Cultures

In this highly interactive workshop, participants develop actionable strategies for building their brand as inclusive leaders. They learn effective approaches for addressing the dynamics that undermine engagement and inclusion in many STEM environments. Additionally, they build the skills needed to lead cultural changes that foster retention and top performance while enabling all employees to thrive.

Up Your Networking Game: From Avoider to Evangelist

Designed for professionals at all career levels, this presentation covers how participants can network across a variety of professional groups. It guides individuals on when and how to use their connections to advance their careers and provides techniques for implementing actions that expand their networks. Participants learn why women tend to build less optimal professional networks compared with men, and how they can overcome the common obstacles they face to successful networking.

Creating Your Path to the C-Suite

This talk is designed for women aspiring to achieve leadership positions. Kim discusses her journey to the C-Suite and shares what she learned along the way to inspire those with leadership aspirations to navigate their own journeys to the top. She discusses why the leadership norms of the 20th century need to be revised or unlearned so that more authentic leadership styles can emerge to support the creation of high performing cultures.



Areas of Expertise for Speaking Engagements



Leadership in the Post-COVID World

In this presentation, leaders learn the three key leadership skills that provide strong protection against the turnover attributed to the Great Resignation, and subsequently the Great Disengagement and quiet quitting. They discover tools they can implement and learn how to apply these skills in the day-to-day leadership of their teams.

Addressing Microaggressions and Gender Bias

In this presentation, participants learn about the latest research on the causes of and mitigation strategies for addressing inhospitable cultures for women. The session delves into how such cultures create significant challenges for women and other underrepresented groups, leading them to quit at significantly higher rates. Attendees explore actions they can take to build more engaged, equitable, and inclusive cultures where all workers thrive, and high performance is achieved.

Delivering Effective Feedback

This session is designed for people leaders. It provides managers with the skills to be a "leader-coach" and offers them tactical takeaways they can implement immediately. Participants learn how to deliver feedback in a way that creates positive outcomes and strengthens relationships, why delivering feedback is critical for 21st century leadership, how to manage out low performers, and how to empower teams to achieve their best performance.

The Top 5 Strategies for Building Resilience

In these uncertain and often chaotic times, curve balls happen. In this presentation, participants learn the top 5 strategies for building critical resilience to deal with the unexpected when it happens. They leave with a set of tools for strengthening their mindset and strategies to use in their work and personal life to turn challenges into opportunities as we continue navigating the "new normal."

Testimonials



"I want to thank you for all that you did for me during UCLA Extension's Technology Management Program. Learning from your career, your experiences, and the experiences of the other attendees was invaluable. Going into the start of my career, I feel all the more prepared to tackle the social and organizational issues that may arise. It was an absolute thrill to be in your class and honestly the best professional experience I have had. I have actively been forming new professional relationships with many of the attendees from our section, and that would not have happened without your active support."

Mateen R., Mechanical Engineering, University of California, Los Angeles



"As soon as I return, I immediately plan to apply Kim's course learnings to our security organization. Every engineering leader could use this material with immediate impact."

Clayton V., Technical Director, Blizzard Entertainment



"This class was really informative and well instructed. I loved the discussions, examples, data, and structure. I, as a man, have some privilege and now have tools to recognize them and how to help others."

John V., Senior R&D S&E Computer Scientist, Sandia National Laboratories



"Kim clearly outlined the course subject, and she created a space of psychological safety in our class allowing students to openly share and participate in discussions. She is highly experienced and qualified in the subject matter. This made learning interesting and impactful."

Norma R., Director, Information Technology & Creative Design, California Association for Bilingual Education



"Kim Jones is an excellent instructor. She presented material that challenged my assumptions and encouraged me to take this back to my company. I know the information I received will change me personally as well."

Matthew J., Mint Mobile, Senior Manager – Engineering

Testimonials



"I 100000% recommend Kim's services to ALL WOMEN, especially women of color in tech.

Why you ask?

#1- She is beyond amazing and dedicated to all of her clients. #2 Every coaching session, she brings years of experience, a commitment to seeing me reach my career goals, and a perspective that motivates and encourages. #3- Since our very first consultation in February, she's helped me process situations, and see things that I have over the years buried as a professional woman of color. She's reminded me that I am worthy and deserving of a career that I love. I don't need to settle for a corner in the room.

If you are on the fence about using a coach, let me assure you Kim is the real deal."

– Janai Hawkins-Glen, Customer Success Leader



"Kim's team building experience has been truly transformational.

Not only did my team members tap into their strengths and improve their performance, but I personally have tapped into a whole new world of personal strengths I didn't know I had. Now, I'm peak performing every day."

– Sonya Kay Blake, Persident and CEO, The Valley Economic Alliance

Testimonials



“Kim Jones brings a lifetime of knowledge and expertise to gender equity from her years as a corporate CIO who was often the only woman in the room.

With her deep background in anthropology, business culture, and diversity, Kim knows how to set the corporate stage for individuals, teams, women, and diverse populations to experience a workplace that's welcoming, friendly, and appealing.

Kim has a unique strength: She shines a light on entrenched biases against underrepresented groups that signal to employees not to bring their full selves to work. She shows company leaders how to build awareness and determine fixes for issues that perpetuate biases. In the end, her guidance starts the process towards bringing about a workforce where more employees feel completely welcome, every day.”

– Roberta Guise, Reputation Expert and Brand Advisor to Kim Jones Alliance



“You won't be disappointed!

When I started coaching with Kim, I was unclear about my career trajectory and where I was going. I knew some changes needed to happen in my life and how I lead, and Kim helped me gain the insight I needed to make those changes.

The amazing part is that not only have I made the changes I felt were necessary, but I have also excelled into a new stratosphere in my career that I didn't even know was possible. I highly recommend Kim Jones as a career coach to any woman looking to uplevel her career and life.”

– Ally Stone, Founder and CEO, The Inspired Leader



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