**Karen A. Young, SPHR, SHRM-SCP**

Karen A. Young capitalizes on her more than 30 years of experience in human resources as she and her team utilize savvy strategies to develop solutions that produce real results. Karen believes that when the HR pieces fall into place, an organization begins to run like a well-oiled machine. Karen inspires CEOs, CFOs and other Accidental HR® managers to fulfill the organization’s mission while strengthening their workforce. She is committed to going the extra mile for clients, helping them build an HR framework that results in improved workplace culture and lower HR costs.

Karen is a sought-after speaker, trainer and consultant best known for her training programs on unlawful harassment, interviewing, and how to have honest and real conversations in the workplace. She is well-regarded as a business partner with an unflagging work ethic and a passion for helping business leaders say “yes” to their people by better understanding the risks and rewards of running a business where leaders can focus on what they need to accomplish…all within a thoughtful HR framework.

Born from her previous book (*Stop Knocking on My Door: Drama-Free HR to Help Grow Your Business*), Karen A. Young’s refreshingly candid and relevant new book, *Honest and Real: An Essential Guide for Drama-Free Human Resources*, reimagines HR fundamentals in a post-pandemic world while offering advice on effective HR practices that will reduce the daily drama that business leaders experience. The result? Employees who are happy and productive.

Founder & President of HR Resolutions, Karen is recognized professionally through SHRM as a Senior Professional in HR (SHRM-SPR) and through the HRCI as a Senior Professional in HR (SPHR). She has also been recognized as one of Pennsylvania’s Best 50 Women in Business, and AGS ranked HR Resolutions as a Best HR Consulting Company in 2021. Central Penn Business Journal honored HR Resolutions in 202 as a Game Changer – one of Central PA’s most dynamic and impactful businesses and leaders. Karen regularly contributes HR insights and strategy nationwide to SHRM, USA Today, and ZipRecruiter.

Karen holds a Bachelor of Science in Business Administration and Psychology from Lebanon Valley College and a Master of Arts in Industrial Relations from Saint Francis University. She lives in Harrisburg, PA with her husband, Barry and their retired greyhounds. Her new book, *Sought-After: What it Takes to Be Heard, Be Trusted, and Be Recognized for Your Expertise*, is scheduled to be released in the fall of 2022.