

## Karen L. Febeo\*

*Chief Legal Talent Officer*

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As the Chief Talent Officer at Goulston & Storrs, Karen Febeo leads the firm’s legal recruitment, professional development, diversity and inclusion, and retention initiatives.

She helps the firm to attract talented professionals who align with the firm’s values, growth objectives and service goals. She also builds upon the successful professional careers of the firm’s existing lawyers and staff.

Karen heads a team of professional development and legal recruitment professionals, working collaboratively with leadership to train, develop, engage and retain a motivated team that provides outstanding counsel and service to clients.

She is also a strategic resource for the firm. With a high degree of emotional intelligence and a devout willingness to draw upon a range of skills, Karen upholds Goulston & Storrs’ deeply ingrained culture of collaboration, communication and collegiality while nurturing leadership, identifying motivators, developing project management and expanding personal skills.

The results are seen in the competitive advantage the firm’s clients deservedly receive. Karen drives an integrated strategic process, advising professionals on how to combine valuable skills with honed delivery tools to achieve long-term success. She also works to enhance feedback on performance and reduce unconscious bias and other stumbling blocks to success, clearing the way for constant improvement. As an innovator, Karen works with attorneys at critical points in their careers, guiding them to excellence through enhanced skills.

Karen previously served as the Managing Director of Professional Development and Training for a Global 50 firm. In this role, she redesigned comprehensive attorney development frameworks to create roadmaps for professional development with enhanced transparency for evaluations. She also implemented a leadership profile that encouraged leaders to exemplify firm values, maximizing the development, engagement and retention of attorneys and professional staff.

*\*Karen Febeo is not a practicing attorney*

## **Affiliations**

- Legal Talent Leadership Forum
- Professional Development Consortium
- Association of Talent Development
- NALP
- American Bar Association
- Boston Bar Association
- Susan G. Komen 3-Day Breast Cancer walk participant
- Boston Cares/Hands-On New Orleans
- Dog B.O.N.E.S. – Therapy Dogs of Massachusetts

## **Admissions**

- Massachusetts
- Connecticut

## **Education**

- University of Connecticut School of Law (J.D., *with honors*, 1996)
- Dartmouth College (A.B., *cum laude*, 1993)

## **Trending Topic of Interest**

Karen is deeply interested in the intersection of law and business. She embraces learning new approaches from other industries with the goal of bringing new and innovative approaches to law firm talent acquisition and development. In her efforts to help people and organizations get to the next level, Karen looks for ways to encourage risk-taking to foster innovation. She is a true collaborator who is inspired to connect people so that they bring together the best thinking to solve problems effectively.