



Karen Waters

Consultant

ABOUT KAREN

Karen is an accomplished professional with 30+ years of experience in accounting, finance and organizational management in the private healthcare and sports training industries and public education sector. A process improvement innovator, she understands how to increase business efficiencies and has a proven track record of helping clients at any stage of their journey, whether a start-up company or an established business.

As regional manager of a private healthcare network, Karen collaborated with multiple medical practices, including numerous providers, to align clinical, operational and financial performance with the organization's goals while providing continuous training and education. She managed the monthly review of financial statements and optimization initiatives, including creating, streamlining and re-implementing workflows to better capture quality measures, close gaps, and ensure the highest level of service.

Karen's breadth of knowledge also stems from her years as a practice administrator for a private medical practice. Here, she led financial reporting, managed all employee benefit programs, and directed the successful conversion of practice operations from paper charts to an electronic medical records system. In conjunction with an opportunity for the practice to join a regional network of practices, Karen performed extensive analysis and ultimately led the transition of the existing practice into the new company. Further, she oversaw the start-up operations and continuing accounting initiatives for a sports training facility and served in corporate banking at a financial institution, financial reporting at a multinational insurance company, and the financial department of a large public school system.

Proficient in financial reporting and the monthly close process, Karen is adept at general ledger maintenance, account reconciliations, cash management, payroll, and employee benefits administration, including health and retirement plans. She has a working knowledge of various accounting, human resource and payroll systems, including QuickBooks, UKG and Paycor. A great communicator, Karen knows how to lead and partner with associates, management and stakeholders to improve processes and achieve results.

INDUSTRY EXPERIENCE

Banking, Education, Employee Benefit Plans, Healthcare, Insurance, Nonprofit, Sports Teams and Clubs, Start-up Companies

EDUCATION

- Miami University, Bachelor of Science in Business Administration, Finance with Accounting minor, *cum laude*