

Kathy Kacher Biography

Kathy Kacher founded Career/Life Alliance Services (CLAS), Inc. in 1987; an organization dedicated to the development and integration of work-life solutions. Ms. Kacher has authored several popular Work-life tools, which include the first online dependent care program, flexible work arrangement tracking system, and the virtual employee benefits fair. These programs are currently being utilized by several Fortune 500 companies. A frequently requested speaker and presenter, Ms. Kacher has been featured at prominent industry events around the world and on local morning shows, Minnesota Public Radio, the Star and Tribune, Pioneer Press, and Employee Benefit News.

Since 2005, Ms. Kacher has been a faculty member at World at Work and participated in the creation of an interlocking suite of courses that provide a certification process for the Work-Life professional. Along with her work at World at Work she also facilitates a Work-Life Think Tank in the Twin Cities, which includes practitioners from the corporate, academic, and government sectors. The goal of the Think Tank is to provide an informal, open forum which creates an opportunity to do together what no one organization can do alone.

Kathy is the community leader for the Twin Cities When Work Works Initiative, a project of the Families and Work Institute (FWI) and SHRM. The When Work Works initiative invites local employers in participating communities to apply for the When Work Works Awards for Business Excellence in Workplace Flexibility. This award recognizes organizations that are using flexible and effective practices to achieve employee and business goals.

As one of the lead partners in the National Workplace Flexibility Study, (a study of middle manager resistance to workplace flexibility) Kathy designed and delivered the post training manager support events. This unique and proprietary process, wholly owned by CLAS, found that managers who participated in both the training and the supports following:

- 90% reported their understanding of flexibility improved and they had a higher level of comfort with discussing flexibility
- 60% experienced improvement in team communication
- 40% reported that team interaction improved
- 30% stated that the understanding of performance goals improved
- 20% confirmed that customer service improved
- 10% noted that productivity improved

In 2016 Ms. Kacher co-founded The SMART Workplace and the Virtual Workplace University. The SMART Workplace provides expertise and training in the development of high functioning teams and organizations by optimizing their cultural business strategy. Kathy has a track record of partnering with senior teams and key talent to create competitive advantage through people. Particularly skilled in conducting organizational diagnostics; leading cultural integrations, branding & change initiatives; advising and coaching leaders; employee engagement & leadership development processes, and implementing innovation & growth strategies.