

Business Gazette

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CHARLES E. SHOEMAKER II/THE GAZETTE

Katharine Giacalone

Profession/business: Since 2001, management consultant and owner of KGWorks of North Bethesda. "I have over 25 years of experience in human resources, organization development and training, and I established the business as a local firm specializing in providing organizations with strategic solutions that produce measurable results through real-life situations that address their individual needs and challenges. The company's mantra is straightforward — determine what the situation is, make recommendations, facilitate the organization's decision on the best course of action and make it happen! Dubbed by a client many years ago as 'The Corporate Nanny,' I illustrate points with stories taken from my years as a corporate consultant and human resources professional."

Residence: North Bethesda.

Age: "Old enough."

Family: "With a wonderful man for seven years and a proud aunt to a grand-nephew and two awesome nieces!"

Hobbies: "No stranger to spa vacations! Ideal day: work out hard, take a steam shower and have a massage. Love for baking all kinds of delicious treats! On rainy days catching up on my reading! Mentor volunteer for women in transition back to work."

Last book read: "Eat, Pray, Love: One Woman's Search for Everything Across Italy, India and Indonesia," by Elizabeth Gilbert.

Last movie seen: "Mamma Mia!"

Next vacation spot: A trip to California's desert.

Latest accomplishment: "The past year of economic uncertainty and asking managers to do more with less inspired my first book, 'Oops! I'm The Manager! Getting Past "What Do I Do Now?!" in 5 Easy Steps.' More so now, the person who was a worker bee yesterday finds themselves promoted to a manager today and is under a great deal of pressure. The book is for all managers, and takes them back to the playground where it all started and is packed with helpful stories, ideas, hints and tips that allows the reader to test what they've learned, assess their understanding right away and help them be productive and happy in their management roles."

How she keeps fresh ideas coming: "I meet and talk to hundreds of people every week. People always give me feedback on my work in the spirit of making things better. I keep track of their ideas, formulate other plans and actions, ask lots of people their opinion, further refine the concept and then try it out! I like to include lots of people in the process, especially the ones who gave me the ideas in the first place!"

Quote: "I'm a supporter of policies and procedures, however, sometimes you have to throw out the rulebook and do what's right! Being respectful and treating people fairly are necessary components of a successful outcome. Not everyone is going to like what happens, but at least you can rest your head on the pillow at night knowing you did the right thing."