



Amanda Karst

CHIEF OPERATING OFFICER & PARTNER

"Amanda invested time in truly understanding my strengths, growth opportunities, and unique style to help me gain deeper self-awareness. She challenged me to recognize the personal biases and assumptions that were limiting my growth. Her keen understanding of my influencing style allowed her to communicate with clarity, precision, and impact.

As a result, I now lead a team of 12 that has achieved a remarkable 107% year-over-year increase in portfolio value. Amanda's coaching was instrumental in refining my leadership approach, empowering my team, and driving tangible business success. Her approach is deeply personal, passionate, and laser-focused on helping others reach their full potential. I highly recommend Amanda to anyone seeking transformative growth."

- Meggan Bandrick, Senior Director, Global Biologics Research at Zoetis

AT-A-GLANCE

- **INDUSTRY EXPERIENCE:** Information Technology | Telecom | Software | Financial Services | Commercial Real Estate | Commercial Services | Mission-Driven Non-Profits | Holding Companies
- **20+ years of experience** across Fortune 500 companies, startups, and mission-driven organizations
- **Chief Operating Officer** at AO People Partners, leading **operations, finance and accounting, strategy, marketing, and leadership development programs**
- **Leads AO's Growth Culture Consulting** practice, designing systems and tools that **link people development to business performance** and **embed learning throughout the employee lifecycle**
- **Board Chair**, Conscious Capitalism Washington, D.C.
- **M.B.A., Johns Hopkins University** Carey School of Business,
- **Masters in IT Project Management**, George Washington University

Amanda Karst is an executive coach and business strategist known for helping leaders turn complexity into clarity—and ideas into action. With a career spanning IT project management, learning and development, and strategic operations, Amanda brings a systems-thinking mindset to every engagement. She partners with executives and senior leaders to align leadership behavior, business objectives, and organizational culture for measurable impact.

Amanda's coaching is grounded in empathy, data, and deliberate practice. She creates space for meaningful reflection while helping clients build practical tools and habits that lead to sustained growth. Her clients include senior leaders across industries such as technology, commercial real estate, education, government contracting, private equity, and mission-driven nonprofits—each navigating growth, transformation, and complexity.

Amanda leads AO's Growth Culture Consulting practice, where she designs systems that integrate learning and development into the employee experience. She has developed custom capability models, behavioral interview tools, and dashboards that connect people development to business performance. Amanda also guides clients through AO's Conscious Development Employee Lifecycle™—a research-backed framework for embedding development into every stage of the employee journey.

A trusted thought partner, Amanda brings calm clarity, strategic insight, and a deep belief in people's potential to every conversation.

