



## Katie Konstanzer

*Strategy Advisor*

Katie Konstanzer has spent 17 years helping organizations understand the connection between how their people are developed, engaged, and recognized — and how their business actually performs. That connection is not always obvious, and making it visible, measurable, and actionable is where Katie's work lives.

With roles at Mercer (a division of Marsh McLennan), O.C. Tanner, and McKesson, Katie has partnered with numerous organizations to develop people analytics strategies, employee engagement programs, rewards and recognition frameworks, change management initiatives, and culture strategies — all in service of building the organizational conditions where high-performing teams can emerge and sustain. Her background at large global consulting and healthcare firms gives her fluency in the language and expectations of the enterprise and PE-backed clients Teamalytics increasingly serves.

Beyond her professional work, Katie serves as Strategic Development Director for a nonprofit that serves Gold Star Children through sports and fitness — a commitment that reflects both her background as the daughter of a retired Army officer and her dedication to mentoring youth, early-career professionals, and military and veteran communities. That service orientation carries directly into how she works with clients: with genuine investment in their success, not just the engagement.

At Teamalytics, Katie serves at the intersection of business development and client solutions — identifying where organizations have the kind of leadership and team challenges the Teamalytics method is built to address, connecting them to the right resources, and staying engaged through delivery to ensure the work produces the outcomes it's designed to. She brings a rare combination of consulting firm rigor, relationship depth, and genuine care for the people inside the organizations she serves. Katie lives in Atlanta, Georgia.



### EDUCATION

BS, Political Science & American Politics, University of North Georgia

Fund for American Studies, Georgetown University

### CAREER HIGHLIGHTS

- 17+ years in talent strategy, people analytics, and client development — roles at Mercer (Marsh McLennan), O.C. Tanner, and McKesson
- Strategic Development Director, nonprofit serving Gold Star Children through sports and fitness; mentors youth, early-career professionals, and military/veteran communities
- Expert in connecting organizational talent and culture strategy to measurable business outcomes