

Influential Women Spotlights: Kathleen Karich, Executive Partner At Gartner With Three Decades Of Advisory Leadership

PEORIA, AZ, UNITED STATES, June 23, 2026 /EINPresswire.com/ -- Helping Government and Academic Institutions Navigate Complex Digital and Organizational Change with Strategic Clarity

Kathleen Karich is an accomplished executive leader and trusted advisor currently serving as an Executive Partner at Gartner. With a distinguished 30-year career in Big Four consulting, she has dedicated her professional focus to serving state and local government and higher education clients, helping mission-driven organizations modernize operations, improve service delivery, and achieve greater public impact.



Following her retirement from Deloitte Consulting in June 2024, Kathleen transitioned into her current advisory role at Gartner, where she partners with C-suite leaders—including Chief Information Officers, Chief Operating Officers, and University Presidents. In this capacity, she integrates Gartner’s global research and insights with her deep sector expertise to help organizations navigate complex strategic, operational, and technology challenges.

Before joining Gartner, Kathleen spent 15 years at Deloitte Consulting as a Principal, where she held senior leadership roles across technology transformation, risk management, and talent development. She managed large-scale, high-impact client relationships with organizations such as the State of Michigan and Yale University, guiding them through enterprise-wide modernization initiatives and organizational change programs.

Earlier in her career, Kathleen served as Vice President and Managing Director at

KPMG/BearingPoint, building on foundational public service experience with the New York City Mayor's Office of Management and Budget and the Children's Health Fund. Across these roles, she developed a reputation for leading complex, multi-agency transformation efforts and delivering sustainable improvements in public sector performance.

Throughout her career, Kathleen has led major technology modernization and business process transformation initiatives for a wide range of government and higher education clients, including the Commonwealth of Massachusetts; the State and City of New York; the Port Authority of New York and New Jersey; the New York City Housing Authority; Yale University; the University of Pennsylvania; the University of Rochester; Washington State University; Louisiana State University; and the Texas A&M University System.

Kathleen holds a Master of Public Administration from Columbia University's School of International and Public Affairs and a Bachelor of Science in Business Administration from Boston College. She is widely recognized for her ability to guide organizations through complex change with clarity, discipline, and a strong focus on mission outcomes.

Among her most notable accomplishments is her leadership in implementing an integrated justice system for New York City. This large-scale initiative enabled real-time communication across multiple criminal justice agencies, significantly improving coordination, data sharing, and operational efficiency across the city's justice ecosystem.

In recognition of her leadership and impact in the consulting industry, Kathleen was honored by Crain's New York Business in its inaugural 2018 class of "Notable Women in Accounting and Consulting," highlighting her contributions to public sector transformation and professional excellence.

Kathleen attributes her success first and foremost to her parents, who emphasized the importance of education and supported her throughout her upbringing. Her father, an educator, played a particularly influential role in shaping her values, discipline, and commitment to lifelong learning.

She also credits her husband as a critical source of support throughout her career, particularly as she balanced the demands of leadership with the responsibilities of raising a family. In addition, Kathleen acknowledges the importance of strong professional sponsors—both men and women—who helped open doors and expand her opportunities at key moments in her career.

One especially formative sponsorship came early in her career when she developed an unexpected professional relationship with a Vice Chairman at a major organization. Despite a significant difference in seniority, their connection grew through shared early mornings in the office. He became a strong advocate for her advancement at a time when formal sponsorship for women in leadership was far less common. His support ultimately helped her secure a career-defining role in New Zealand, which significantly broadened her professional trajectory.

Kathleen describes the most important career advice she has ever received as simple but enduring: “Your career is a marathon, not a sprint.” This perspective has shaped her approach to long-term growth, leadership development, and resilience throughout her professional journey.

She encourages young women entering the workforce to actively seek out sponsors, emphasize their accomplishments, and advocate for themselves with confidence. She also stresses the importance of taking calculated risks rather than waiting for ideal conditions, noting that career-defining opportunities often come from stepping outside one’s comfort zone.

One of the most pivotal moments in her own career occurred when she accepted an 18-month leadership assignment in New Zealand while raising an 11-month-old son. Although Kathleen had limited experience in the specific subject area, she pursued the opportunity with the support of a senior leader who endorsed her candidacy. After being selected, she and her family relocated from New York City to New Zealand.

Despite external doubts and warnings that the move might be risky, the experience proved transformational. Kathleen gained new technical and leadership skills, built lasting global relationships, and returned to the United States with renewed confidence and expanded expertise. Soon after, she leveraged that experience to lead the successful sale of a major enterprise resource planning (ERP) initiative for a multi-billion-dollar public sector client in New York City—an achievement that marked the beginning of a series of high-impact engagements.

Kathleen identifies the ongoing gender imbalance in leadership as one of the most significant challenges in her field. She notes that many of the same barriers discussed decades ago remain present today, including differences in how men and women approach job applications, self-advocacy, and visibility in meetings.

Kathleen observes that women are often less likely to speak up, less likely to apply for roles unless fully qualified, and sometimes overlooked even when they contribute strong ideas. In contrast, men are more likely to pursue opportunities with fewer qualifications and often benefit from informal sponsorship networks that reinforce existing leadership patterns. Addressing these dynamics, she believes, is essential to creating more equitable advancement pathways.

At the core of Kathleen’s professional philosophy are honesty and integrity. She is committed to operating with transparency, accountability, and ethical responsibility in all aspects of her work. She is equally dedicated to helping others succeed, finding deep fulfillment in mentoring and supporting colleagues as they grow their careers.

She contrasts this with workplace behaviors that rely on undermining others for advancement, which she strongly rejects. Instead, she champions collaboration, constructive leadership, and a culture of shared success. For Kathleen, the most meaningful achievements are those that elevate others and contribute to collective progress.

Outside of her professional responsibilities, Kathy enjoys golfing, traveling, and spending time with her family, reflecting a balanced approach to leadership that integrates personal well-being with professional excellence.

Learn More about Kathleen Karich:

Through her Influential Women profile: <https://influentialwomen.com/connect/Kathleen-Karich>

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