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Karen O'Leonard Karen O'Leonard leads Bersin by Deloitte's talent analytics and benchmarking practice, where her primary focus is on helping HR organizations harness their data for better decision-making. Karen pioneered Bersin's industry-leading HR benchmarking and analytics studies several years ago, and she continues to provide thought leadership on the capabilities needed to build a world-class analytics function. Her work delivers insightful analysis and she is an accomplished writer and speaker.

Prior to joining Bersin, Karen held senior positions in research, product management, and M&A at Apple, Sun Microsystems, and eBay. Through her 20+ years of experience, Karen brings expertise in research design and data analysis, together with a keen understanding of business issues, to her work at Bersin by Deloitte.