



Arlene R. Koth, SPHR, SHRM-SCP **Founder & President**



Arlene Koth, Founder and President of OPC Consulting, has over two decades of human resource management and organizational planning experience, nearly 20 years of nonprofit experience, and 15 years of C-suite/executive leadership experience. She founded her company in order to turn her passion for improving the community into a full-time career. Arlene has lived the experiences she works with others to overcome. Instead of hiding her difficult personal challenges, she uses them in combination with her decades of professional experiences and expertise to create unique and practical solutions to hiring, retention, employee development and employee engagement problems. These solutions strengthen organizations, the people who work for them, and the communities in which they reside by creating more equitable workplaces.

Arlene's clients are various sizes, various industries, and are both nonprofit and for-profit organizations. These organizations also span the life cycle spectrum from less than 10 years old to many decades old. What they all have in common is a desire to improve their workplaces. Arlene uses what she learns from her successes and failures to create user/organization-friendly programs, processes, and coaching formats that can be customized to address and resolve people problems.

She has worked with organizations and agencies with less than a million dollars in revenue to over \$90 million dollars in revenue, and with employee growth rates up to 325%. Arlene helped them create inclusive workplaces with extremely low turnover and exponentially high diversity throughout the entire organization. Arlene helps organizations ensure they are not only helping their external clients and constituents, but also their employees who serve those clients and constituents. She accomplishes this by helping them create sustainable and effective strategies that support workplace equity, internal cultural change goals, and organizational financial objectives. Additionally, she is sought out by nonprofit agencies who want guidance and real-world strategies for diversifying their boards of directors and creating inclusive board environments.

Koth received her B.A. in communications from the Union Institute and University and is certified as a senior professional in human resources (SPHR, SHRM-SCP). She is a graduate of Leadership Cincinnati, Women Excel Leadership Program (WE Lead), and the African American Leadership Development Program. She has been recognized by the Business Courier as a "Forty Under 40" award recipient, by the YWCA as a "Rising Star," and as a WE Celebrate "Mentor of the Year" finalist. She currently serves as Secretary of the University of Cincinnati Economics Center Board of Trustees and as a member of the LADD Board of Directors. Arlene has also served on the board of the YWCA, Cincinnati Works, the Over-the-Rhine Chamber of Commerce, and the Good Samaritan Hospital Foundation, as well as Board Chair of the African American Chamber of Commerce, as Secretary of the DCI Board of Directors, and as Co-Chair of LADD's Over-the-Rhine International Film Festival.

She resides in Cincinnati, Ohio, where she enjoys spending time with her children and grandtwins.