



**Shannon Adkins**

*CEO and President  
Future State*

Shannon Adkins is the CEO at Future State, a strategic consulting firm focused on supporting change management and operational transformation within global Fortune 500 companies. Future State was certified as a B-Corp in 2015, and in 2016 and 2017 Future State was named a [“Best for the World”](#) business for the employer practices at Future State. Shannon leads the firm's Impact Portfolio which includes work with the City of Oakland, the Trust for Public Land, with corporate clients including Genentech in support of their internal 21<sup>st</sup> century corporate social responsibility and purpose driven leadership.

Shannon is deeply passionate about driving forward the Future State vision to “Enable Extraordinary Visions that Positively Impact the World,” and continuously hones her point of view on what it takes to build a purpose-led culture and build solutions for lasting change. An expert facilitator known for supporting and aligning teams and collaborators as they develop strategies, plans, and trust, she is quick to understand the complexities of any business and to identify tangible opportunities for growth and value creation.

Future State is women-led, and 100% ESOP (employee-owned) with more than 80% of all owners being women. Future State has a robust giving and employee volunteer program focused around supporting local non-profits to ensure improved outcomes for women and families, including HBA, Habitat for Humanity, Project Homeless Connect, The Alzheimer's Association of Northern California, Opportunity Junction, The Alameda County Food Bank, and Destiny Center for the Arts.

A Bay Area native, Shannon has deep personal ties to the High Tech, Financials Services, Non-Profit and Life Sciences industries in the San Francisco Bay Area. Prior to returning to Future State she worked in management positions at Intuit, Wells Fargo and oDesk/Upwork.

Shannon has her undergraduate degree from UCSB, and an MBA from St. Mary's College. Shannon lives in Alameda with her two children, her husband, and two cats.