



KARL R. LaPAN

PRESIDENT AND CEO

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Karl R. LaPan's entrepreneurship is game-changing, dynamic, inclusive, and evidence-based. As the President and CEO of the Northeast Indiana Innovation Center (NIIC), he has dedicated his career to imparting these values in his trusted advising of burgeoning entrepreneurs.

As the first president and CEO of the NIIC, Karl has been able to shape the organization with his core values surrounding entrepreneurship, helping it grow into one of the top entrepreneurial resource centers in the country. The center is built with advising at its heart; from unique business building resources, the Women's Entrepreneurial Opportunity Center (WEOC), and hands-on, individualized guidance, Karl has crafted something that isn't just a resource—it's a global community.

LaPan's work on several advisory boards throughout Fort Wayne, as well as his service on startup company boards, industry boards, the state chamber, and other social service organizations throughout the years, has introduced him to the people who make Northeast Indiana a wonderful place. This civic engagement and commitment to the community has helped the NIIC reach a network of vastly different companies and organizations all over the world, creating unique challenges and opportunities. Because of this, the NIIC is a hub of constant experimentation, and its work has helped its clients to succeed in every kind of venture.

This diversity of work has fueled LaPan's passion for lifelong learning. For the last 20 years, he has worked at a center that ensures he remains intellectually curious, striving for new, focused, and at times, out-of-the-box solutions. His dedication to intellectual labor goes beyond NIIC. In addition to his advisory work with the NIIC, Karl has served as an educator internationally, co-leading workshops in China and working as a professor across Northeast Indiana. This hands-on experience has informed his leadership at the NIIC and given him not just a theory, but a practice behind his philosophies of advising. For LaPan, an advisor should only want the best for the people they serve. This means he invests in tangible outcomes for the people he works with, gives insight and recommendations on courses of action, and serves others with no self-interest or personal stake.

Throughout his professional career, Karl has continually worked toward the development of his entrepreneurial expertise, enrolling in several renowned certification programs and courses. Training with Stanford, Harvard, Disney, Price-Babson Symposium for Entrepreneurship Education and the University of Notre Dame, LaPan is skilled in innovative and creative management and leadership strategies, quality service, business advising, and coaching. As an InBIA President's Award of Excellence recipient, he is recognized for this expertise too. Karl writes often about his entrepreneurial philosophies, with several of his works linked to this page. As the architect of an entrepreneurial community, Karl is continually expanding his network and can help you find new and creative ways to succeed.

EDUCATION & CREDENTIALS

M.S., (Human Resource Development), American University, 1993

B.S., (Business Management) *summa cum laude*, Franklin Pierce University, 1986