



Client Services

Organization Change & Transformation, characterized by...

- Working with leaders to build their long-term ability to lead transformation
- Attention to the organization's capacity to support and sustain on-going change
- Application of William Bridges' Transitions work to the psychology of transitions
- Focus on the critical few tipping points of change

Identification/Implementation of Strategic Direction, characterized by...

- Broad-based stakeholder involvement
- Active engagement of employees
- Reaching consensus on strategic focus through scenario planning
- Implementation planning which integrates strategic and operational plans

Team/Organization Design & Development

- Cross-functional teams
- Virtual teams
- Managing teams

Executive Coaching

- Building on Strengths
- Action Learning

Anne Sturdivant, Ph.D.



Anne is Founder and CEO of Latitudes Group. Since launching as an independent in 1994, Anne has been dedicated to partnering with organizations as they navigate through change – increasing leadership readiness and capacity for change, designing and implementing change strategies which engage and gain buy in from employees – so that the organization can fulfill its mission and achieve results.

Clients represent an array of sizes and types: from Fortune 100 companies to small non-profits and from financial services to technology to biomedical. This diversity reflects Anne's broad experience in education, government, and business.

In addition to consulting, she is an adjunct instructor at the University of St. Thomas, Minneapolis, teaching doctoral program courses in organization development theory and practice, consulting skills, group dynamics, and strategic planning.

Anne has served on the board of the Minnesota OD Network, has been a National Baldrige Quality Award Examiner, and has written two employee handbooks, *Teams: Awesome or Awful?* and *Virtual Teams: Out of Site; Out of Mind.*

Education and Experience

Ph.D., Education, University of Iowa

M.A., Linguistics, University of Northern Iowa

B.A., English, University of Northern Iowa

National Computer Systems, Director of Quality & Director, Corporate Training and Development

Hennepin County, IS Training Manager & Management Development Specialist

Keystone Area Education Agency, Curriculum Consultant