

## Organization Development Experience

**Saltzman Consulting**  
PrincipalNational  
2000–present

Provides organization development services to a wide range of businesses, educational institutions, nonprofits and government agencies. Leads strategic planning, change management, leadership and team development initiatives to increase organizational results and effectiveness.

**Pillsbury**  
Manager, Organization DevelopmentMinneapolis, MN  
1998–2000

Assessed organizational issues impacting competitiveness at corporate level; recommended and implemented strategies to address those issues. Managed Pillsbury-wide culture change to shift from a financially driven to a consumer-driven company; achieved results in breakthrough thinking, culture shift and new skill development.

**Hewlett-Packard**  
Organization Development ConsultantLoveland, CO  
1989–1998

Designed and implemented organization development strategies to achieve business objectives for six global divisions; leveraged effective strategies across the corporation. Led teams and coached managers on major culture change initiatives to increase competitiveness.

**ING (formerly Northwestern National Life)**  
Training and Development SpecialistMinneapolis, MN  
1983–1989

Championed and designed new Leadership Development initiative that created a superior in-house program at significantly less cost than previous external programs. Created and delivered highly evaluated courses; managed companywide employee survey process.

## Adjunct Faculty Positions

**University of St. Thomas Management Center**  
Adjunct FacultyMinneapolis, MN  
2001–2003

Designed and taught highly rated course, "Building Learning Organizations," for audience of managers and organization development professionals. Wrote article "The Human Side of Change" published in *Acumen*, the Management Center's electronic newsletter.

**University of Colorado, Graduate School of Education**  
Design Team, Adjunct Faculty and Steering Committee MemberDenver, CO  
1990–1994

Collaborated on team of five to design the Leadership Academy, a weekend master's degree program to license school principals. Achieved goal of significantly increasing the number of women and people of color in leadership positions in Colorado schools.

## Education

**Pepperdine University.** Master of Science in Organization Development  
(With Distinction)

Los Angeles, CA

**University of St. Thomas**  
Mini-Master of Business Administration for Nonprofit Organizations

Minneapolis, MN

**University of Iowa.** Bachelor of Arts Degree, Psychology and Social Work

Iowa City, IA