



ANNE K. OFFNER, PH.D.

PROFESSIONAL EXPERIENCE:

Anne Offner focuses on increasing the effectiveness of managers and leaders within organizations. She is a licensed Organizational Psychologist, an unusual distinction in her field because most do not pursue formal licensure. As part of her organization development services she provides change management, recruiting and selection support to organizations as well as on-boarding and coaching to managers and their teams. In her coaching process, Anne assists clients to identify goals, leadership characteristics, and fit within the organization's culture. As a change management consultant, Anne works with executive and planning teams as a thinking partner and advisor. She has served as a consultant to a variety of organizations both nationally and in the St. Louis Bi-State region and as the director of a corporate university for a financial services company. She has worked a variety of organizations, including: Ameren, Department of Defense/USTRANSCOM, Edward Jones, EverBank Direct, Furniture Brands International, GenAmerica Financial, Peabody Energy, and The Earthgrains Company.

RECENT PROJECTS:

- ◆ Change Management consulting for the planning team for an organization merging multiple business units.
- ◆ Assessed and coached high potential leaders in pet care, global technology, supply chain, and defense-related organizations.
- ◆ Provided career coaching to several executives and placed two high-level HR professionals in new positions.

- ◆ Provided 360 degree feedback for managers in healthcare, manufacturing and insurance services companies.
- ◆ Coached an insurance services customer service executive team and a banking executive team.

PROFESSIONAL FOCUS:

- ◆ Organizational Change Management.
- ◆ Coaching for Managers, Management Teams and Other Professionals.
- ◆ Leadership Development Program Design, Assessment and Training.
- ◆ Recruitment and Career Transitions.

EDUCATION:

- ◆ PhD Organizational Psychology, Saint Louis University. MS Applied Experimental Psychology, Saint Louis University. BA Psychology, cum laude, Saint Louis University.

PROFESSIONAL AFFILIATIONS:

- ◆ Gateway Industrial Organizational Psychology.
- ◆ American Psychological Association.
- ◆ St. Louis University School for Professional Studies – adjunct instructor.

PROFESSIONAL CERTIFICATIONS:

- ◆ Licensed Psychologist, MO License #2006006567.
- ◆ B\Coach Business Coach Program.
- ◆ PDI PROFILOR tools and other 360 Degree Feedback Tools.
- ◆ Various leadership development, personality & selection assessments.