



# MICHAEL ANDERSON

## ORGANIZATIONAL DEVELOPMENT CONSULTANT

### CONTACT

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-  San Francisco, CA

### SKILLS

- change management
- organizational development
- leadership training
- performance metrics
- stakeholder engagement
- communication strategies

### LANGUAGES

- English
- Spanish
- French

### EDUCATION

**MASTER OF SCIENCE IN  
ORGANIZATIONAL PSYCHOLOGY,  
COLUMBIA UNIVERSITY**

### ACHIEVEMENTS

- Achieved a 40% increase in employee engagement scores following intervention.
- Recognized for successfully implementing a company-wide change initiative.
- Developed a leadership training program adopted by multiple organizations.

### PROFILE

Dynamic Independent Consultant with extensive experience in organizational development and change management. Expertise encompasses the design and implementation of innovative solutions that enhance performance and foster a culture of continuous improvement. Demonstrated capacity to analyze complex organizational challenges and deliver strategic recommendations that align with corporate objectives. Adept in building strong partnerships with stakeholders to drive engagement and facilitate transformational change.

### EXPERIENCE

#### ORGANIZATIONAL DEVELOPMENT CONSULTANT

##### Transformative Consulting

*2016 - Present*

- Designed and implemented change management strategies for Fortune 500 clients.
- Conducted organizational assessments to identify areas for improvement.
- Facilitated training sessions aimed at developing leadership competencies.
- Developed metrics to measure the impact of change initiatives.
- Collaborated with HR teams to align talent management with organizational goals.
- Produced comprehensive reports detailing project outcomes and recommendations.

#### CHANGE MANAGEMENT CONSULTANT

##### Pinnacle Solutions

*2014 - 2016*

- Led workshops to engage employees in the change process.
- Utilized qualitative research methods to gather employee feedback.
- Implemented communication strategies to enhance stakeholder buy-in.
- Monitored project timelines and deliverables to ensure compliance.
- Advised executive leadership on best practices in change management.
- Facilitated post-implementation reviews to assess effectiveness.