

Anna Kallschmidt PhD

CHANGE MANAGEMENT CONSULTANT | LEADERSHIP COACH | SPEAKER | AUTHOR

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Profile

Results-driven industrial-organizational psychologist and project management professional (PMP) with over seven years of experience in DEI training and development, change management, personnel recruitment and selection, process and impact evaluations, project management, and data analysis. Demonstrated proficiency in diagnosing client opportunities for improvement and implementing innovative solutions that deliver results. Expertise in culture identification and collaboration.

"Anna provided an objective and unbiased assessment of our program and identified areas of success and areas where improvement was needed. Anna is professional, proficient, and insightful." — EMILY KETRING, DIRECTOR OF BOYS AND GIRLS CLUB OF NORTH FLORIDA, FORMER CLIENT

Areas of Expertise

- Culture Transformation
- Leadership Assessment & Support
- Team Building
- Learning & Development
- Data Analytics & Data-Driven Solutions
- Diversity, Equity, & Inclusion
- Project Management

Education

Florida International University

Doctor of Philosophy

Industrial-Organizational Psychology

Master of Science

Industrial-Organizational Psychology

University of South Florida

Bachelor of Arts

Psychology

Minor

Mass Communications

Credentials + Certifications

Project Management Institute | Jan 2023

Project Management Professional (PMP)

Pixel Leadership Group, LLC |

December 2023

Pixel Perspectives+ 360 Administrator

Experience

Anna Kallschmidt, Ph.D., LLC | November 2022 — present

Principal | Change Management & Effectiveness

Deliver transformative change management consulting services tailored for small- to mid-sized corporations and nonprofits. Develop bespoke, evidence-based tools, processes, and interventions designed to optimize organizational effectiveness during periods of change. Provide strategic guidance on the seamless implementation of change initiatives to ensure their intended impact, reach the target audience, and maintain a well-paced cadence. Spearhead the creation of thought leadership content, highlighting innovative solutions and best practices in the realm of change management.

KEY CLIENT PROJECTS

- Conducted comprehensive process evaluation for AmeriCorps program, providing valuable insights and recommendations.
- Developing and executing a strategic workforce strategy for a dynamic start-up company.
- Successfully managing a research lab and overseeing clinical trials, demonstrating effective leadership in a scientific setting.

Strategy Consulting Team | August 2022 — September 2023

Organizational Psychologist | Human Capital

- Project Lead** – Managed team of 6 on agency-wide DEI contract.
- Product development** – Designed products including bi-monthly newsletter, quarterly training curriculum, and evaluation methods.
- Research** – Designed, evaluated, and interpreted qualitative and quantitative organizational data.

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Click [Here](#) for Publications

“Anna exemplifies transformational leadership in how she manages myself and the other research assistants on this team. She cares about each team members’ sense of belonging on the team and their career trajectory aspirations, and knows how to meet team members where they are. She has a welcoming way of communicating and has a team-first mentality that brings team members together to work effectively as a unit.”—BIANCA MARCONCINI, SOCIAL WORKER, FORMER RESEARCH ASSISTANT

Awards

Deloitte I-O Psychology Community of Practice | Coin of Excellence (2022)

American Psychological Association | Committee on Socioeconomic Status Leadership Award (2019)

Language

English | Native

Spanish | B1 Level

German | A1 Level

“Anna was the primary SME and our DEIA vendor’s POC....I was able to learn so much about so many different facets of DEIA from her. She is knowledgeable and extraordinarily passionate about the subject and contributed significantly to our agency’s efforts...I strongly recommend Anna to anyone seeking subject matter expertise or other guidance in the DEIA field.” — JOHN GAFFNEY, SENIOR ADVISOR, FORMER CLIENT.

Experience Continued

Deloitte | July 2021 — July 2022

Senior Consultant | Workforce Analytics

- **Problem solving:** Diagnosed client issue, developed roadmap solution which won \$760k contract.
- **Assessments:** Designed, administered, and analyzed validation surveys.
- **Mixed-Methods Analysis:** Led and trained team of 6 to conduct thematic analysis of 94 leadership interviews.

Stanford University | March 2020 — June 2021

Field Training and Personnel Manager | American Voices Project

- **Personnel Selection:** Aligned personnel selection and training systems with organizational goals, increased employee retention by 30%.
- **Learning and Development:** Developed, implemented, and evaluated training program for 150+ employees.
- **Data Analysis:** Analyzed national data for report on COVID-19 impacts of employment.

U.S. Government Accountability Office | February 2019 — February 2020

Analyst | Education, Workforce, and Income Security

- **Secret Clearance**
- **Data Collection:** Analyst on “Workforce Development and Substance Abuse, addressing the National Health Emergency-Opioid Crisis.”
- **Project Planning:** Developed plans for “Severe Wounds and Medicare Beneficiaries” report.

BetterUp | October 2018 — April 2019

Novice Coach | Pathways to Coaching

- **Leadership:** Coached six clients in the United States and Canada.
- **Scientist-Practitioner:** Instructed clients via evidence-based practice to address conflict, gender discrimination, and new social class workplace standards.
- **Technology:** Utilized online platform to communicate with clients and send resources.

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Jorgé Chavez Metropolitan Center | August 2018 — January 2019

Training and Research Assistant

- **Industrial Organization/Training:** Organized and facilitated 25 organizational trainings encompassing 185 hours of training for a total of 238 trainees.
- **Urban and Regional Economics:** Analyzed state, local, and federal Census data.
- **Research Projects:**
 - **[The Status of Women in Miami-Dade County: Economic Opportunity Analysis:](#)** Quantitative project to compare gender equity in education, economic, and occupational outcomes.
 - **Florida Department of Transportation:** Qualitative analysis of employee data for leadership, training, and salary/benefits concerns
 - **Citizen's Independent Transportation Trust (CITT):** Developed report on annual transportation directives

The City of Coral Gables | May 2018 — July 2018

Survey Development Project Consultant | Human Resources

- **Inclusive Research:** Developed an inclusive engagement survey for 1,000 city employees of diverse social class backgrounds.
- **Leadership Training:** Designed survey to collect data on the quality of leadership for 16 departments to guide future trainings.
- **Proposal writing:** Communicated the value of employee engagement projects for funding.

Florida International University | January 2018 — April 2018

Project Consultant | FIU Talent Management & Development

- **Selecting Employees:** Designed structured interviews consistent with FIU's mission to select university executives.
- **Data-Driven Human Resources:** Analyzed and synthesized data from O*Net, SME panels, and job descriptions to create fair, evidence-based selection methods.
- **Client Advising:** Communicated research process via written and oral communications for client understanding of research process.

Florida International University | August 2016 — August 2018

Teaching & Research Assistant | Department of Psychology

- Managed 10 research projects in design, data collection, and analyses.
- Communicated proficiency in SPSS statistical software to lead students through analyses.
- Used expertise in written communication to teach scientific writing.

Ultimate Medical Academy | May 2015 – June 2016

Learner Services Advisor | Learner Services

- **Telecommunication & Interpersonal Skills:** Led 170 low-income students through two academic programs.
- **Problem-Solving:** Implemented solutions for students fighting homelessness and poverty.
- **Teamwork:** Collaborated with career-readiness team to prepare students for job placement.

Pinellas County Public Defender's Office | January 2015 — July 2015

Group Counselor | Pinellas Safe Harbor

- **Leadership:** Facilitated and led group counseling sessions for up to 10 homeless residents at a time.
- **Interpersonal Skills:** Developed strategy with homeless residents regarding substance abuse concerns.
- **Organization Skills:** Organized and distributed information on transportation, mental health, housing, employment, and healthcare.