

Anna Kallschmidt PhD

SPEAKER | ORGANIZATIONAL DEVELOPMENT CONSULTANT | LEADERSHIP COACH

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Profile

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

"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

"[Anna] is knowledgeable and extraordinarily passionate about the subject and contributed significantly to our agency's efforts. Anna worked hard and was able to not only support the long-range planning we sought but successfully implemented a wide variety of tasks as well. Although I represented the client, I soon realized that the best course of action was usually to follow her lead, and doing so led to excellent outcomes."—JOHN GAFFNEY, SENIOR ADVISOR IN DEFENSE PROGRAMS, FORMER CLIENT

Experience

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

Principal | Organizational Development & Effectiveness

Provide consulting services to small- to mid-sized corporations and nonprofits, creating customized, evidence-based tools, processes, and interventions to enhance organizational effectiveness. Offer guidance on strategic implementation to guarantee the desired impact, reach the target audience, and maintain an appropriate cadence. Generate thought leadership content on solutions and best practices.

KEY CLIENT PROJECTS

- Conducted a comprehensive process evaluation for an AmeriCorps program, providing valuable insights and recommendations for the client.
- Developed and executed a strategic workforce strategy for a dynamic start-up company.
- Successfully managed a research lab and oversaw clinical trials, demonstrating effective leadership in a scientific setting.

STRATEGY CONSULTING TEAM | 2022-2023

Organizational Psychologist | Human Capital

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

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Credentials + Certifications

Project Management Institute | Jan 2023

Project Management Professional (PMP)

Pixel Leadership Group, LLC | December 2023

Pixel Perspectives + 360 Administrator

“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

Academia

Florida International University | 2016—Present

Adjunct Faculty (2020-Present)

Graduate Assistant (2016-2018)

Jorge M. Perez Metropolitan Center | 2018-2019

Training and Research Assistant

Awards

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

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

Experience Continued

DELOITTE | 2021-2022

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 | 2020-2021

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 | 2019-2020

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.
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Learner Services Advisor | 2015-2016

Advisor | Learner Services

- **Interpersonal Skills:** Led 170 online students through two academic programs.
- **Teamwork:** Collaborated with career-readiness team to prepare students for job placement.