



ANN ATTAYEK CARR, M.S., PCC **Organizational Consultant and Executive Coach**

Just try to nail down what draws your attention to Ann Carr. Is it her intense and creative energy? Or the uncanny way she listens to you and hears the things you didn't think to say? Or maybe it's the fact that her working style is as nonjudgmental as it is honest and direct, making it easy to trust her and open up to her? Ann's clients would say *all of the above*. Ann's gift is her ability to use all of these skills and her in-depth knowledge of human and organizational change dynamics to help individuals, groups and organizations transform. She has consulted within financial services, aerospace, defense, technology, healthcare, environmental, government, and large and small not-for-profit organizations. Some of her clients have included Ball Aerospace, BAE Systems, Bean Creative, Carefirst SBPASC, Digene Corporation, Discovery Communications, Freddie Mac, National Education Association, National Wildlife Federation, Northern Virginia Mediation Service, Northrup Grumman, Philips Electronics, Prudential Financial, New York Life Insurance, SAIC, Sodexo, Citizens Conservation Corps of West Virginia in addition to a number of smaller firms.

Ann first spent 15 years as an organizational effectiveness consultant within two Fortune 50 corporations, Freddie Mac and GE Capital Mortgage Corporation. She has a depth of experience with executive coaching, facilitating large and small group interventions, leadership development, facilitating large scale strategic change initiatives, building high performance teams, leveraging diversity, resolving conflict productively, and designing and facilitating experiential learning programs. She has continually achieved impressive results -- from designing and implementing corporate-wide organizational change initiatives and an executive development institute at Freddie Mac, to leading diversity and leadership development at GE Capital Mortgage Corporation, to directing a nationwide Six Sigma project that was deemed a global best practice by GE Capital. Ann particularly enjoys coaching and facilitating small groups and individual executives, inspired by their "aha's!" as they move from realization to increased effectiveness.

Ann also claims a rich range of experiences outside of the corporate world. She was a performing artist at one time with a Bachelor of Music degree from the University of North Carolina at Chapel Hill. She also has international development experience, first serving as a Peace Corps volunteer in Kenya where she managed a women's business development enterprise, and later leading an international volunteer program for the American Red Cross.

Ann holds a Master of Science degree in Social and Organizational Learning from George Mason University. She has completed post-graduate study in Gestalt oriented organizational consulting at the Gestalt Institute of Cleveland, Ohio and the International Gestalt Study Center in Cape Cod, Massachusetts including a 3-year certification in Organization and Systems Development and advanced certifications in phenomenological coaching and group process consulting. Ann is a Newfield Network certified coach and holds the PCC credential through the International Coach Federation (ICF). Ann has also done concentrated study of integral theory in application to organizational leadership. She is certified to administer a number of assessments such as Hay Group's Emotional Competency Inventory (ECI), The Leadership Circle Profile™, the Hogan leadership suite, 5 Dynamics, Myers Briggs Type Indicator™, the Cultural Orientations Indicator®, and Firo-B as examples. Ann is also faculty at the Gestalt Institute of Cleveland, the Gestalt International Study Center, and adjunct faculty for Georgetown University's Organizational Development Certificate Program. She is a certified to facilitate The Leadership Circle Leadership Development Workshops.

Ann is currently the owner of the Intruequest® brand and Ann Attayek Carr & Associates, LLC, an organizational consulting firm in Northern Virginia.

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