



Anne Sandberg

CHIEF OPERATING OFFICER
Worldwide Center for
Organizational Development

Sandberg has 25+ years of experience in the human resources and management consulting arenas. Sandberg spent the first 10 years of her career working in the public sector and corporate world where she worked in human resources management and in the specialty areas of employee assessment, recruitment and selection, performance management, team-building, and training and organizational development. She is expert at developing and implementing organizational strategies and culture change.

Sandberg is an innovative writer/author, presenter and facilitator. Sandberg has been a master distributor/trainer/consultant for the Harrison Assessments system since 1997.

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CHIEF OPERATING OFFICER & CEO NORTH/CANADA
Worldwide Center for Organizational Development

Based: Los Angeles

Professional Experience

Anne Sandberg is Chief Operating Officer of the Worldwide Center for Organizational Development (WCOD) and CEO of its North American operations. She is also co-founder and Managing Director of the subsidiary company Predict Success®, a human resources consulting firm based in Los Angeles.

Sandberg has created and implemented a variety of HR solutions used by managers and HR professionals worldwide, some of which include:

- Employee attitude survey design and customized 360° feedback;
- Recruited, trained and managed an international team of product consultants/distributors;
- Created a series of customized leadership/management development modules for Fortune 500 companies;
- Developed and conducted train-the-trainer programs for internal staff;
- Managed an extensive employment testing program for a Fortune 500 company for over six years;
- Authored dozens of content valid work sample and performance assessments (e.g. writing skills, problem-solving/analytical, management skills, presentation skills).

Specialised Professional Competence

- Employee recruitment, selection and interviewing
- Assessment and survey administration and development
- Coaching and mentoring
- Training and facilitation
- Change management
- Learning program design and development
- Team-building and development
- Leadership/management development
- Test/assessment design, validation studies, job analysis

Sandberg is the author of the “off-the-shelf” interview training package, Interview for Success® and the online interviewing system, Interview Generator® as well as the Performance Facilitator® system for performance management.

Education/Qualifications

- B.A., Experimental Psychology, UC Santa Barbara
- M.S., Industrial/Organizational Psychology, California State University at Los Angeles
- Situational Leadership® train-the-trainer certified 2004
- Executive Coaching certified by Marshall Goldsmith 2005
- Zenger-Miller certified 1998
- Career and Recruiting Architect certified 1996