

ANN ATTAYEK CARR, M.S., MCC, GPCC™
Executive Coach, Leadership & Team Development,
Organizational Effectiveness Consultant



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 has helped hundreds of leaders enhance their effectiveness and their satisfaction aligned with their aspirations, business objectives, organizational values and core competencies, and emerging culture and business challenges. People can get stuck in self-limiting and habitual patterns of behavior that are often unconscious, ineffective, and dissatisfying. Through a process of awareness-building and customized experimentation, Ann helps leaders develop a better understanding of themselves both individually and in relationship to others, and supports them through expanding their range of ability to make conscious, effective, and more satisfying choices.

Ann has over 20 years' experience as an executive coach and organizational effectiveness consultant with fortune 50 corporations. In addition to coaching, she also provides consultation and facilitation across a range of organizational needs such as strategic organizational and culture change, leadership development, group process and conflict dynamics, and diversity development. Ann derives deep satisfaction from coaching individuals and from facilitating small group interventions, both providing rich opportunities for creative and high impact face-to-face experimentation, and immediate skill development and application. She is certified to administer a wide spectrum of assessments such as The Leadership Circle™ instruments, ECI (HayGroup), EQ-i® (BarOn), Benchmarks, 360 by Design, the Hogan Lead suite, MBTI™, Firo-B, and TKI as examples. Owner of an independent consulting and coaching practice located in Raleigh, NC, some of Ann's clients have included BAE Systems, Ball Aerospace, BayState Health, Bean Creative, Capital Hospice, CareFirst SBPASC, Celgene, Citizens Conservation Corps of West Virginia, Digene Corporation, Discovery Communications, Erie Insurance Group, Fair Oaks Anesthesia Associates, Freddie Mac, Hensoldt Inc., MedImmune, National Association of Realtors, National Education Association, National Wildlife Federation, NavicentHealth, Newmark Knight Frank, Northrup Grumman, Philips Electronics, New York Life Insurance, Raytheon, Regeneron, SAIC, Sodexo, The Nature Conservancy, and a number of Federal agencies including EPA, GSA, FDIC, HRSA, Federal Mediation and Conciliation Service, Federal Reserve Board, HUD, NIH, USDA. Ann is also faculty at the Gestalt Institute of Cleveland and the Gestalt International Study Center in Massachusetts.

Education

Ann is a certified Newfield Network coach and holds the International Coach Federation (ICF) Master Certified Coach (MCC) credential. She has a Masters of Science in Social and Organizational Learning from George Mason University and has done concentrated post-graduate work in Gestalt oriented organizational consulting at both the Gestalt Institute in Cleveland, Ohio and the Gestalt International Study Center in Cape Cod, Massachusetts. Programs of study have included a 3-year certification in Organization and Systems Development, advanced study in phenomenological coaching with individuals, and working with dyads (two-people) and small groups within organizations to enhance their effectiveness. Some of Ann's creativity comes from having been a musician, holding a Bachelor of Music in Piano Performance from the University of North Carolina in Chapel Hill.

Contact Info:
Ann Attayek Carr
(o) 443-682-9545
(c) 703-975-1224
anncarr@intr^{ue}quest.com



Representative Engagements & Clients

Ann has conducted numerous leadership and coaching assignments to enhance clients' success through a wide spectrum of career, leadership, business and culture challenges. Client roles have included:

- Executive Vice President, Financial Services
- Senior Vice President, Operations & Technology
- Chief Financial Officer, National Non-profit
- COO, Financial Services
- Vice President, Government Affairs
- Executive Director, Mediation Services Organization
- Vice President, Asset Management
- Executive Director, Community Non-profit
- International Vice President, Human Resources
- Vice President, Manufacturing
- President, Consulting Firm
- Managing Director, Global Economic Development

Previous Experience

Prior to launching *Intruequest*, Ann served in a number of organizational effectiveness consulting roles within Freddie Mac and GE Capital Mortgage Corporation, both fortune 50 financial services corporations. After holding core human resources roles, she became responsible for corporate education at GE Capital Mortgage Corporation, designing and facilitating leadership and diversity development programs across the nation. Later, Ann served as the lead organizational effectiveness consultant for many large business areas within Freddie Mac including single family mortgage securitization, securities investment, and single-family mortgage operations, all of which faced challenging business imperatives relating to changing business models and market conditions, new technological infrastructures, and regulatory reporting advances. She was also at one time responsible for conducting the corporate executive leadership development institute at Freddie Mac. Ann sold residential real estate in D.C. on Capitol Hill in the 1980's. Ann also has international development experience having served as a Peace Corps volunteer in Kenya where she managed a women's business development enterprise, non-profit experience leading an international volunteer program at the American Red Cross, and performing arts experience.

Coaching Value Proposition

"People wish to learn to swim and at the same time to keep one foot on the ground." Marcel Proust
Coaching is a collaborative relationship within which leaders can raise their awareness about the ways in which they limit themselves, stretch outside of their comfort zones and experiment with new ideas and behaviors, and develop a wider range of conscious and effective actions.

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