Anita Bhasin

Anita Bhasin is founder of Sage Ways Consulting. Sage Ways helps people and businesses create a dynamic capability to change, so they can adapt to today's ever-increasing demands and complexities with ease and creativity. The consultancy provides adaptive development offerings for talent, and teams in organizations and across sectors.

As an organization development consultant, Anita has worked with global clients ranging from The Nature Conservancy to Microsoft. She brings over two decades of internal experience with high tech companies including The Santa Cruz Operation (SCO), Microsoft and Amazon to her consulting work.

Anita has held positions in Sales, Marketing, and HR in the US, Europe, and India. She has delivered workshops and strategic planning sessions throughout the world. This experience, plus being born in the melting pot of London, England has cultivated a global mindset which she brings to her work. Her organizational development practice has centered on capacity optimization for individuals and groups: consulting and coaching, development of global talent management programs, and the design and facilitation of developmental workshops for early-career employees, managers, and high potential leaders and teams. These experiences have deepened her skills in cross-cultural communication, facilitation, and learning design, with a common theme of forging new ground through collaboration.

Anita apprenticed under the best in our field. Her thesis advisor was Chris Worley, from the Center for Effective Organizations at USC's Marshall School of Business and she considers herself very fortunate to have been able to learn from the practical wisdom of Edie Seashore who was her mentor before her passing in 2013. Anita now lives in Bend, Oregon with her husband, Alex and teenage son, Bayley, where they enjoy the great outdoors.

Certifications

Talent & Team Development

Case in Point. Completed train the trainer for powerful learning methodology pioneered by Harvard Business School, redefining learning from a passive to dynamic real-world experience.

NeuroLeadership Institute ™. Certified in the *Foundations of NeuroLeadership,* which consists of decision making and problem solving, emotion regulation, collaborating with others, and facilitating change.

T-Group Certification. Form of small group work where participants themselves learn about themselves (and about group process in general) through their interaction with each other. A powerful social intervention.

Leadership Agility 360. Vertical development leadership tool based on the work of Bill Joiner, author of Leadership Agility. Arenas of focus include, leading pivotal conversations, team and change.

Leadership Development Framework. Self-assessment instrument from David Rooke of Harthill, designed to support discovery of stage of adult development.

World Institute of Action Learning. Action learning helps groups create breakthrough insights and solutions by taking action on real problems, in real time while reflecting.

Identity Mapping ™. A guided coach method for individuals to explore who they are, and what they stand for. Applications include strengthening leadership capabilities, creating a personal brand and clarifying career paths.

Triple Impact Practitioners Program. An experiential program, focused on the principles and practice of planned change in organizations at all human systems levels (individual to interpersonal, group, and organization).

Organizational Development

Beyond Change Management. *Center for Effective Organizations, USC Marshall School of Business.*
Traditional linear change models no longer work in our complex, volatile, and uncertain world. Proactive learning, redesign, and rapid implementation must become core organizational capabilities that are supported by the organization's design and operation.

The Change Lab. *Reos Partners*
In a Lab, government, business and civil society leaders collaborate to find ways in which to improve their system. This approach guides participants through Theory U principles and the outcomes include deeper understanding of commitment and strengthen capacities to work together and effect sustainable change.

Collective Impact. *FSG*
This process enables actors from different sectors to a common agenda for solving a specific social problem, using a structured form of collaboration. It hinges on the idea that create lasting solutions to social problems on a large-scale, organizations need to coordinate around a clearly defined goal.

Awards

Graziadio School of Business and Management Leadership Award, Pepperdine University, USA

Research Papers and Presentations

- Co-authored chapter 13 and chapter 27 in the acclaimed Center for Creative Leadership's newest handbook entitled, Experience-Driven Leader Development (2013).

- Co-authored International Service Learning Programmes: The Development Assignments of the 21st Century (2013). Please contact me to request a copy of the full research paper.

- Presentation: Building High Potential Programs, Organizational Development Network Conference (2009).

- Thesis: Exploration of Adaptive Leadership Practices on Organization Effectiveness at a Global Non-Profit (2008).

Education

- MS, Organization Development, Pepperdine University, USA

- MS, Marketing, Manchester University, UK

- BS, Business Studies, Glamorgan University, UK

For more information please visit:

Sage Ways Consulting
LinkedIn

Contact me:
anita@sagewaysconsulting.com