

**ANNIE KIRSCHENMANN, M.S., BC-DMT, NCC**  
**Board Certified Coach**  
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#### **EDUCATION**

- CBC**                      **Corporate Coaching Program**  
Corporate Coach University International, Bradenton, FL 2001
- M.S.**                      **Dance/Movement Therapy**  
Hunter College, New York, NY 1985
- B.A.**                      **Psychology and IDIM (Creative Movement/Dance Therapy)**  
Macalester College, St. Paul, MN (Magna Cum Laude; with Honors) 1978  
Including dance and movement studies program  
Laban Centre and Goldsmith's College, London, England

#### **CREDENTIALS**

- Accredited Facilitator – Five Behaviors of a Cohesive Team™** Wiley 2015
- Board Certified Coach** *Executive / Corporate / Business / Leadership (No. 137)*  
Center for Credentialing and Education, Inc., Greensboro, NC 2011
- Certificate of Continuing Board Education** ExecRanks, Novato, CA 2017
- Certified Practitioner of Neuro-Linguistic Programming (1454)**  
Peak Performance Corp and Eastern NLP Institute, Newtown PA 2010
- Everything DiSC® Authorized Partner** Wiley 2004
- Train the Trainer Certification**  
Peak Potentials, Vancouver, BC, Canada 2004
- Certified Corporate Business Coach**  
Corporate Coach University International, Bradenton, FL 2001
- National Certified Counselor (60739)**  
National Board for Certified Counselors, Inc., Greensboro, NC 1999
- Board Certified Dance/Movement Therapist (BC-DMT-453)**  
Dance/Movement Therapy Certification Board Columbia, MD 1986
- Zumba® Instructor**  
Licensed for Zumba® Fitness and Zumba® Gold, Zumba Fitness LLC, Hallandale, FL, 2018

#### **AWARDS**

- Marketplace Entrepreneur of the Year**  
U.S. Senator Kent Conrad, Commissioner Roger Johnson, Bismarck, ND [First Recipient] 2005
- Grant Program for Children with Disabilities and their Families**  
Theresa Foundation, Lido Beach, NY 1997
- Division of Education Most Outstanding Thesis Award**  
*Beneficial Aspects of Laughter and Smiling: Implications for Dance Therapy*  
Hunter College, NY, NY 1985

## PROFESSIONAL EXPERIENCE

### **President, Owner, Lead Coach / Consultant**

*Coaching, Strategy, Training and Facilitation*

January 2005 – present

**A.K. A Coach and Company** (Founder)

**Professional Coaching:** executive, leadership, managerial, business, teams and entrepreneurial.

**Strategic Development:** organizational & corporate development; innovation culture building; strategic facilitation; business planning and consultation; transition planning and management; board development.

**Training:** Leadership development; innovation; high performance team building; non-language communication skills; conflict management/resolution; seminars, presentations, consultations, workshops. Educational program design and development.

Clients include: executives, leaders, managers, entrepreneurs, business owners, corporations, universities, non-profits, hospitals/clinics, and development agencies. Domestic and international. Virtual and in person delivery. Client sample:

- Microsoft: Leadership Development Program – Executive Coaching, Training, Team Building
- Xerox: Executive Leadership Coaching
- Peak Potentials Training: SuccessTracs Results Coach
- Positive Coach, LLC - Executive/Leadership Coach; trainer; facilitator
- TruLeader U – faculty member
- Turnkey Coaching Solutions - Executive/Leadership Coach; trainer; facilitator

Delivery, management, coaching and training of a wide variety of assessment/development tools, including Everything DiSC® (Work of Leaders, 363 for Leaders, Management, Sales, Workplace); and Five Behaviors of a Cohesive Team™ (a Wiley product based on Five Dysfunctions of a Team and developed with Patrick Lencioni).

Products created: **Creative Way Business Arts Series™ Self-Guided Programs** (The Creative Portal, Mission and Vision, Creative Client Development); **Pocket Creativity Coach™** Daily Draw Coaching Card Deck; **“Right Brain” Meets “Left Brain” in Business and in Life** Audio recording

### **President & CEO**

May 1989 to March 2005; Board Director, 1994 to 2013

**International Certification Services, Inc.**, 301 5<sup>th</sup> Ave SE, Medina, ND 58467

CEO highlights: Designed and conducted major organizational restructuring, including transition management. Developed, implemented and managed employee training, coaching and assessment program. Led strategic development initiatives. Led company to profit making status.

Positions held: CEO; Executive Director; Program Manager; Technical Office Manager.

Board offices held: President; Secretary, Director.

Established, developed and coordinated North American technical operations; integrated head office and technical office; office management; inspection management; supervision of staff; supervision of technical operations; financial administration, including budget, financial management; overall responsibility for Program Quality Control; program administration; team management, program supervisor and administrator; facilitation of team and board meetings; human resources employee acquisition and retention; staff training & development; client liaison and communications (client retention); marketing and sales (client acquisition); organization, public relations and program presentations; new client processing and management; government and international liaison; report and white paper preparation; board and committee management. Extensive domestic and international travel.

### **Dance Therapy Supervisor**

**Charter-Peachford Hospital**, 2151 Peachford Rd., Atlanta, GA

Duties included: Supervision of the Dance/Movement Therapy Dept.; conducting weekly supervision sessions with clinical staff; monitoring attendance, evaluations, supplies, schedules, community outreach, and internship program; clinical dance/movement therapy treatment for children, early adolescents and adolescents, with a variety of clinical diagnoses; supervisory team meetings; regular documentation.

### **Therapeutic Consultant**

**Private Practice**, New York, NY

Including: training, individual and group therapeutic sessions; seminars, presentations, supervision, consultations, in New York, U.S., internationally, at various institutes and schools; Dance/Movement Therapy, communications/growth seminars and self-designed workshops.

### **Dance Therapist**

**Woodhull Hospital**, 720 Flushing Ave., Brooklyn, NY

Responsible for the implementation and maintenance of the activity therapy program on an in-patient, acute care psychiatric unit: working with adults and adolescents, with a variety of acute psychiatric diagnoses, addiction and eating disorders. Including: planning, organizing and leading clinical dance therapy groups and individual sessions; groups in drama, art, crafts, life skills, verbal therapy and family support. Assessment, charting, in-service training and case presentations; acting as primary therapist; supervision.

### **Assistant to the Director, Medical Dept.**

**American Field Service (AFS) International/Intercultural Programs**, 313 E. 43rd St., NY, NY

Assisted the department director and physician with current medical situations; student/family/agency liaison; emergencies. Ability to work independently and with team; understanding of international situations/cultural differences.

## ***BOARD EXPERIENCE***

### **American Dance Therapy Association**

Columbia, MD Board of Directors, Central Region Member at Large, October 1993 to November 1997; Program Committee Co-Chair, 1993 Conference; Communications Committee, Member, 1993; Program Committee, 1998 Conference; Chair, Procedural Task Force, 1998

### **Commission on the Future of Agriculture**

Bismarck, ND Commission Member, Jan 1998 to Jan 1999

### **Dakota Prairie Regional Center for the Arts**

New Rockford, ND Board Member, Sept 1991 -Aug 2001

### **Foundation for Agricultural and Rural Resources Management and Sustainability (FARRMS 501c3)**

Medina, ND Co-Founder; President/Chair; June 2000-Feb 2011; Vice President Feb 2011-Feb 2013; Board Member Feb 2013-June 2015

### **International Certification Services, Inc.**

Medina, ND Board of Directors - Secretary, 1994 to 1998; President, 1998 to 2005; Director, 2005 to 2013

### **International Federation of Organic Agriculture Movements (IFOAM)**

Bonn, Germany Member, World Board; August 1998 to August 2002

### **Jamestown ND Area Chamber of Commerce**

Ambassador Committee – Feb 2008 to April 2013

### **Organic Alliance**

Minneapolis MN, Board Member and Chair, May 1995 to December 2001

### **Organic Certifiers Council**

Coordinator and Chair--Sept 1992 to Sept 1995

### **U.S. Senator Kent Conrad's Entrepreneurial Task Force**

Bismarck, ND, Steering Committee Member, April 2004 to April 2006