



ROSTER of MENTORS—BIO ‘sketches’

Pete Sorenson: Strategic organization designer for over 40 years as a manager, and as internal and external consultant in ‘for profit’, ‘not-for-profit’, and government organizations

Dan Schmitz: Years of experience in a line organization, Pepperdine Master’s graduate in Organization Development, now external consultant in org design and group facilitation

Jagoda Perich-Anderson: 25+ years’ experience as strategic planner, organization designer, executive leadership coach, her specialty is facilitation of multi-stakeholder eco-system designs

Paul Tolchinsky: Over 40 years’ experience in STS design & large group interventions in manufacturing, aerospace, banking, and hi-tech industries across North America & Europe

Bert Painter: 50 years’ experience in action research & STS design consultation with employers, unions, and communities, now focused on humane & effective digital transformation

Doug Austrom: Consultant & Business School faculty member with extensive experience in enterprise design and culture change in life sciences, healthcare, and pharmaceuticals

Craig McGee: 30+ years’ experience in strategic organization change in a wide variety of industries, as an internal & external consultant and as a line manager

Don deGuerre: Professor Emeritus, Concordia University, co-founder of a version of design thinking for org design, 40 years of work on open systems theory & leading whole system change in industry

Eli Berniker: Professor Emeritus of Operations Management, renowned STS design theorist specializing in technical systems analysis & design, with experience in nuclear power & aircraft manufacturing

Mary Winby: experienced consultant in strategic planning, change management, and team development, Pepperdine MSOD program graduate advised by Edgar Schein (esteemed culture & leadership thinker)

Joel Fadem: long-time UCLA School of Management & Institute of Industrial Relations faculty member, over 55 years’ development and application of STS values and methods with many Fortune 500 companies

Tom Rankin: extensive consulting experience in North America with joint union-management and union clients in multi-stakeholder dialogue & STS design, plus international projects in the public & NGO sectors

Julia Flower: working with leaders to create purposeful organizations through Organization Design and Culture Change, plus an Advocate for Inclusive Organizations