

Anne Murray Allen



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Anne Murray Allen is a Global Partner and Conversant's VP of Organization Design and Integration. Anne's career working in organizations has been both as an insider and as a consultant to large multi-national organizations. She is a systems-thinker who has had bottom-line experience in a variety of organizational functions.

Anne previously served in several executive positions within Hewlett-Packard (HP) including Senior Director of Knowledge and Intranet Management; Director for Strategic Change which included an assignment leading the culture integration between HP and Compaq companies; leading the strategic planning process in both division and companywide positions; manufacturing management; and information technology management.

Anne's consulting career has involved successful work within and across all sectors. Her clients represent many industries including high tech, defense government contract, transportation, and large environmental non-profit. A versatile resource, Anne has provided high-level strategic analysis, consultation on mergers and operational integration, executive and team coaching, and assisted managers of complex programs in building collaboration that accelerates and sustains results. She has worked with clients such as CH2M Hill, Lockheed Martin, Port of Portland, and The Nature Conservancy.

Anne has taught graduate level management classes and has presented at conferences around the world. She co-authored the 2005 *Reflections Journal* article, "The Nature of Social Collaboration: How Work Really Gets Done." She published an article in the July 2012 edition of *OD Practitioner* on culture integration when merging organizations. She is a past recipient of an American Society of Training and Development (ASTD) Torch Award. Anne is also a past trustee of the D.C. based Millennium Institute and is currently a member of The Academy for Systemic Change.

Anne has an undergraduate degree in psychology and an MBA, and has recently completed her Doctorate in Social Science, focusing her research on the enabling conditions for complex collaborations across organizational boundaries and across sectors.

