



Brenda J. Wagenknecht-Ivey, Ph.D.

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Brenda J. Wagenknecht-Ivey helps organizations of all types take the right actions to improve performance. She helps leaders, managers, and teams achieve their goals, shape and seize new opportunities, and create and implement practical and effective responses to widespread change and ongoing challenges. Dr. Wagenknecht-Ivey uses a wide range of proven practices to successfully bring about change and achieve results. Drawing upon a sound understanding of organizational psychology and organizational theory, Dr. Wagenknecht-Ivey provides consulting services in the following areas:

- Visioning and long-range strategic planning;
- Large and small-scale system and organizational change;
- Organizational performance measurement and organizational design/re-design;
- Leadership and management development including 360-degree feedback and executive coaching;
- Succession planning/talent management programs;
- Collaborative decision making and consensus building;
- Team development and team building; and
- Public/community involvement and participation.

Dr. Wagenknecht-Ivey has consulted with and facilitated more than 130 strategy and organizational improvement and change processes with private, public, and not-for-profit organizations over the past 20 years. She conducts qualitative and quantitative research to assist leaders in improving organizational or system-wide performance. Dr. Wagenknecht-Ivey uses 360-degree feedback surveys and other tools to coach leaders and managers, teach effective leadership skills, and build high performance teams. She works with teams of all types to help them set and achieve goals. She helps leaders establish organizational performance measurement systems, develop and implement succession planning/talent management programs, and restructure their organizations in light of their strategic directions and long-term improvement strategies. Finally, she serves as lead faculty for the Michigan Pharmacy Foundation's interdisciplinary Healthcare Practitioner Leadership Academy, which includes workshops, webinars, discussion forums, goal setting, a leadership project, and mentoring.

Her clients have included: MKK Consulting Engineers (CO); Botanical Interests, Inc. (CO); the Michigan, Ohio, Indiana, Iowa, Florida, Georgia, and Colorado Pharmacists Associations; the Pharmacy Technician Certification Board; the National Alliance of State Pharmacy Associations; Boston University, School of Public Health; Michigan and Colorado Health Information Exchange Networks; Longmont United and Exempla Saint Joseph Hospitals (CO); EarthLinks, Inc. (CO); Massachusetts Dept. of Public Health; Colorado Dept. of Public Health and Environment – Laboratory Services Division; Colorado Department of Agriculture; City of Thornton (CO); Ottawa, Kalamazoo, Wayne County Courts (MI); Maricopa, Pima, Cochise, Mohave, and Coconino County Courts (AZ); First and Fifth Judicial Districts of Pennsylvania (Philadelphia and Pittsburgh); Santa Barbara Superior Court; Judiciary of Guam; Pacific Judicial Council, and others. Executives, managers, public/court administrators, supervisors, attorneys, legislators, scientists, physicians, hospital executives, pharmacists, and engineers have benefited from her services.

Dr. Wagenknecht-Ivey has a Ph.D. from the University of Denver, a Master's Degree from Michigan State University, and a Bachelor's Degree from Western Michigan University. She has published articles and guidebooks on strategic planning, executive leadership, managing change, continuous improvement, 360-degree feedback, succession planning/talent management, and procedural fairness. In February 2015, Wagenknecht-Ivey received the distinguished Executive Board Medal from the Michigan Pharmacists Association, an award bestowed upon an individual who has demonstrated extraordinary personal commitment to the Association, and has been instrumental to the Executive Board and in advancing the pharmacy profession.