

Carol Curoe

Change Consultant



Implementation Institute

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Carol Curoe is an executive coach and organizational development consultant. She has 25+ years of professional experience, including experience as VP at Target, a \$44 billion retail organization, Sr. HR Leader in \$650 million retail manufacturer, Engineer, and external HR Consultant.

She has a proven track record of building strong, collaborative relationships at all levels including executive leaders in both medium and large organizations. She is recognized for her strong business acumen and analytical skills focused on delivering results. Carol has led the development and implementation of new organization designs including strategy, capabilities, structure, people practices, work processes, culture and measurement in multiple organizations.

In addition to her work with the Implementation Institute, Carol is currently the President of The Langlee Group, Inc. delivering leadership development, change management, organization design, innovation culture change, and talent management solutions to organizations.

Prior to starting The Langlee Group, Inc. in 2006, Carol worked as Sr. Director Leadership Development at Select Comfort. From 1991 to 2002, she held various positions at Target including Vice President of Store Planning and Design for Target, Mervyn's and Marshall Fields. Carol's early career included highway design work as a Civil Engineer with HNTB.

Partial Client List

ACEC MN
Capella University
Cargill, Incorporated
Christopher & Banks
CPI Professional Edge
General Mills
Great River Energy
Horizon Milling
Jostens
MoneyGram, International

Opus Architects and Engineers
Opus Corporation
Polaris Industries
SEH Engineers and Architects
Select Comfort
Specialty Canola Oils
SUPERVALU
Thomson Corporation
Wilson's Leather



Areas of Expertise

- Change Management
- Organization Design
- Executive Coaching
- Innovation Culture Change
- Leadership Development
- Performance Management
- Strategic Planning
- Talent Management
- Team Development

Professional Experience

- *Change Consultant*
Implementation Institute
- *President*
The Langlee Group, Inc.
- *Sr. Director Leadership Development*
Select Comfort
- *Vice President of Store Planning*
Target
- *Civil Engineer*
HNTB

Education

- *Master of International Management*
The American Graduate School of International Management (Thunderbird)
- *Master of Human Resources and Change Leadership*
University of St. Thomas
- *Bachelor of Science - Civil Engineering*
Marquette University

Certifications

- MBTI
- DiSC
- Situational Leadership
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Career Perspectives
- Lominger Competency Framework
- Creatrix Innovation