

Julie D. Theobald

Change Expert and Organization Consultant



Senior Consultant

Implementation Institute

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Julie Theobald brings a passion and successful track record for working with business leaders on improving business outcomes in measurable and substantial ways. As a leader with more than 20 years of experience in Organization and Leadership Development, Julie has worked with Fortune 100 and 500 global and regional companies across multiple industries. She is excited to share this wisdom with Implementation Institute.

As an internal and external organization development consultant and business leader, Julie has an in-depth understanding of what leaders face as they work to:

- Achieve the best business results
- Attract, develop and retain the best talent
- Create productive work environments and processes.

She was part of creating and operating the Quality Academy at Northern States Power Company (now Xcel Energy) which is highlighted in Jeanne Meister's book, *Corporate Universities* second edition.

Subsequently, Julie worked with other change experts and business leaders at Best Buy, Inc. to design, launch and operate their first internal Organization Development department. Primary efforts included: Designing and leading change management and process improvement for major work processes and enterprise wide technology systems, organization assessment and design for their first web based retail company and for Best Buy's initial national and global mergers and acquisitions.

Recently, Julie provided leadership in Change, Communication and Education to support Cargill's Tartan Project, a 12-15 year effort to streamline major business processes and technology systems across more than to bring alignment across 78 business units across 63 countries.



Areas of Expertise

- Implementation Effectiveness
- High Potential Leadership Development
- Change Management
- Merger & Acquisition Integration
- Culture Change
- Employee Engagement
- Leadership and Organization Assessment
- Process Improvement
- Systems and Strategic Thinking
- Strategy Development & Deployment

Professional Experience

- *Leader - Change, Communication and Education*
Cargill, Inc.
- *Senior Consultant*
Implementation Institute
- *Leader - Talent Management, Organization Development*
Xcel Energy
- *Director, Organization Development*
Best Buy Co., Inc
- *Manager, Systems Solutions*
Northern States Power Company
- *Senior Organization Development Consultant*
Northern States Power Company
- *Board of Directors*
Minnesota Organization Development Network

Education and Certifications

- *Masters of Education, Organization Development & Training.*
- *Bachelor of Arts, Psychology.*
University of Minnesota
- *Certified Change Partner*
Implementation Institute
- MBTI Team Development
- DISC Leadership and Team Development
- Leadership Coaching
- Project Management
- Employee Engagement
- Strengths Finder