

## Access to Experts



**Glenda Friesen**

Director, Learning and Organization Development  
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As a global organization development leader, Glenda has spent 20 years guiding leaders and organizations in tackling the tough challenges of building healthy, productive organizations. In her current role as Director, Organization Effectiveness (OE) at Black & Veatch, a global engineering, consulting and construction company, she leads the OE team in partnering with leaders to determine how the design, operations, leadership, and culture of organization can best deliver on critical strategies across multiple continents. Her team of consultants lead these efforts while grounded as change management expert practitioners. The practice is built on the belief that evolving and sustaining change is critical to everything they do. Prior to Black & Veatch, Glenda practiced organization development in the Telecom industry (2000-2008) where she led large scale, complex organization and culture initiatives and gained merger and acquisition experience. Glenda's previous experiences include an independent consultant and women owned small business owner focusing her work with pharmaceutical companies (1993 – 2000). Her broad business exposure along with a rigorous academic training in Organization Development and Learning and Development bring in-depth practical knowledge and experiences valued by her clients.

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