

We welcome two new Review Board members.



ANNE LITWIN, PhD, works with public and private organizations in the areas of executive coaching, leadership development, change management, teaming across global cultures, and cultural competency. Her clients have included: Siemens, Pfizer Pharmaceuticals, Parsons, Accenture, Hewlett Packard, Hasbro, Health Care for All, and The Union of Concerned Scientists. Litwin has been an internal and external consultant, executive coach, and trainer for more than 30 years in a wide variety of organizations in the U.S.A., Europe, India, Africa, Canada, Mexico, People's Republic of China, Burma, Singapore, and Malaysia. She is a member of the National Training Laboratories Institute and the Organization Development Network. She is co-editor of the book, *Managing in the Age of Change*, and author of numerous journal articles. She is conducting research on patterns of relationship between women in organizations.



CATHY L. ROYAL, PhD, is a System and Organizational Development professional with specialties in educational leadership, diversity, Appreciative Inquiry (AI), and organizational transformation. She is the owner and senior consultant of Royal Consulting Group, LLC, an organization and community development practice in Riverdale, Maryland. She has conducted workshops and training for the World Bank Group in Africa and the United States. Royal developed the Quadrant Behavior Theory (QBT), a dynamic theory and experiential program that supports diversity change agents in expanding their understanding of the behaviors that create and sustain exclusion in societies and systems. She is a member, trainer, and the Ken Benne Scholar for the National Training Laboratories Institute for Applied Behavioral Science and an adjunct faculty member for the American University Masters Program in Organization Development. She created the intensive seven day residential NTL Diversity Facilitation Skills training workshop and she is one of four managing partners for the NTL Diversity Certificate Program. She is a member of the Board for World Education, a nonprofit organization dedicated to creating educational opportunities for children in emerging nations and countries with high risk populations due to famine, war, and poverty. She is a Fielding Institute Graduate and a recipient of the Fielding Institute Social Justice award. She is a contributing author for four books, *Visible Now: Blacks in Private Education*, *The Appreciative Inquiry Fieldbook*, *The NTL Trainer's Handbook*, and *The Handbook on Organization Development*.

We welcome back a former Review Board member.



ROBERT BETZ

CLAIRE B. HALVERSON, PhD, is the chair and a Professor in the Social Justice in Intercultural Relations Degree in the Master's Program for Intercultural Management, Leadership and Service at the SIT Graduate Institute in Brattleboro, VT. She was a visiting professor at the University of the Northwest in South Africa. She is a founding member of the Diversity Leadership Forum and has received the first Diversity Award at SIT. She has consulted, published, and taught a wide range of courses in the field of organizational behavior, including multicultural team development, leadership/management development, training of trainers, popular and non-formal education, social identity, and multicultural organization development. She is the author of Cultural Context Inventory which is widely used in the United States and internationally. She is co-editor of *Effective Multicultural Teams: Theory and Practice*. Claire is a professional member of National Training Laboratories Institute for Applied Behavioral Science where she works with the Diversity, Inclusion, and Social Justice Community of Practice. She has been a member of the Organization Development Network for 25 years. Previously she was an Associate Professor, Center for Urban Community Development at the University of Wisconsin-Extension where she was Director of the Milwaukee Race Desegregation Training Institute, and the Southeastern Wisconsin Sex Equity Training Institute.