

NETTIE NITZBERG, principal | talent guru

Nettie is a graduate of George Washington University with an M.A. in Education and Human Resource Development. She began her corporate career working as a consultant for Accenture (formerly Andersen Consulting) in the Change Management Group where Nettie had responsibility for a variety of training design and development projects supporting large system implementations. Client projects included assignments with Marriott Corporation and Blue Cross Blue Shield of Virginia.

Nettie left Accenture to join SkyTel Corporation, a mobile telecommunications start-up. As Manager of Training Programs, and later, Director of Education and Development, she led a team of instructional designers and program facilitators in the design and development of the company's sales training, product marketing, customer service, engineering and technical operations, as well as supported human resource and management development initiatives.

Since launching WOW! transformations in 1994, Nettie has supported clients talent development initiatives in a variety of industries and ranging in size from sole practitioners to Fortune 500 organizations. As a master instructional designer who is a creative, strategic thinker, her projects have helped her clients develop important programs that ensure long-term employee success. She also created and trademarked an end-to-end talent management initiative called *beyondboarding™ - a strategic approach to employee and organizational growth and development that focuses on maximizing company's investments in their most valuable resources, its talent*. Nettie has been published in ASTD's T&D magazine and ASTD Links, writes a weekly blog called WOW! Bytes of Wisdom and contributes to other online publications focusing on talent management and talent development.

Nettie is actively involved with ProWin and SHRM-Atlanta where she sits on the Volunteer Onboarding Committee. She is a board member and Director of Communication for the Pope High School Foundation, and participates in the Career Tech/Graphics Design Advisory Board for Pope. Nettie stays busy with her professional and volunteer activities, family - two daughters and husband - as well as her personal endeavors, including: exercising, reading, traveling, and wine tasting which keep her busy.

