



## ALI T. CARSON

SENIOR DIRECTOR OF TALENT DEVELOPMENT

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Ali Carson is a member of the firm's HR Department and senior leadership team, responsible for creating and implementing a comprehensive strategy to develop, coach, engage and retain top-tier talent across the firm's diverse workforce. She is a Gallup-Certified Strengths Coach, Results-Certified Brain-Based Coach and dynamic facilitator with more than 18 years of experience working in all aspects of human resources, learning and development.

She leads multiple aspects of assimilation and onboarding, performance development, talent management and succession planning, assessment and coaching, career development, leadership development, and ensuring CLE and other valuable programming is available at all levels in support of the firm's strategic goals.

Ali previously served as director of organization development and interim HR leader.

She holds a number of additional professional certifications including Center for Creative Leadership 360 Assessment Certified Facilitator; Hogan Assessments Level 2 Certified Facilitator; Outcome Engenuity Certified Just Culture Champion; VitalSmarts Certified Trainer; InsideOut Coaching Certified Presenter; and Langevin Certified Instructor/Facilitator.

### BACKGROUND

Before joining Armstrong Teasdale in 2021, Ali was senior manager for learning and organizational development for a large health care system in St. Louis. In that role, she led a team of instructional designers and facilitators in creating and delivering programs and interventions related to systems thinking, change leadership, impactful communication, team effectiveness, and CliftonStrengths. While there, she also had responsibilities for talent management, leader assessment and coaching, high potential development and organizational development services for the health system, including a mix of hospitals, community health services and shared service groups.

During her 15-year tenure with the health care system, Ali held numerous roles with increasing levels of responsibility covering all aspects of human resources, recruiting, employee relations, learning and interpersonal development.

### EDUCATION

- Neuroleadership Institute (2017)
  - Brain-Based Coaching Certificate Program

- Southwest Missouri State University (M.B.A., 2004)
  - Management
- Southwest Missouri State University (B.S., *cum laude*, 2002)
  - International Business Administration
  - Honor's College
  - Golden Key National Honor Society
  - Alpha Chi Omega
  - University Ambassadors
  - SOAR Leader

#### **PROFESSIONAL ACTIVITIES**

- Professional Development Consortium
- St. Louis Organizational Development Network
- Organizational Development Network

#### **CHARITABLE AND CIVIC INVOLVEMENT**

- St. Louis Regional Business Council (Mentor, 2022)

#### **ACCOLADES**

- BJC Leadership Acceleration Program (2016)