



**Anita Norian**  
**President & Founder, Norian Consulting**

Anita Norian is the President and Founder of Norian Consulting, helping leaders and companies grow. Utilizing 25-years of leadership experience, Anita brings the most value when companies are looking to grow or turn their business and need to refresh or completely change their strategy. From 2014-2019 Anita served as President for the Global Human Nutrition and Health Division of Kemin Industries, a company focused on the identification, research, manufacture and commercial sale of ingredients featuring plant-based molecules with human benefits. Anita had P&L responsibility for a \$50M division with sales in over 100 countries and leadership of over 100 employees located throughout the world. Anita joined Kemin in October 2010 as Worldwide Vice President responsible for global sales, marketing and strategy. In August of 2011, she was promoted to Group President of Kemin Venture Business Units, with additional responsibility for the company's new and developing businesses. As a Certified Public Accountant, Anita began her career with McGladrey and Pullen. She then moved to DuPont Pioneer where she coordinated business strategy, investor and stockholder relations for the Agriculture and Nutrition Platform and guidance for strategic business and marketing initiatives for Pioneer Hi-Bred. Additionally, she established a competitive intelligence process that resulted in a significant refocus of Pioneer's strategy. Anita holds a Bachelor of Science in accounting and transportation and logistics and a Master of Business Administration. She remains very involved in her community currently serving on the Grand View College Board of Trustees, Greater Des Moines Partnership and Reaching Higher Iowa. She is also a member of YPO and serves on the Iowa board.