

HUMAN CAPITAL Consultant • Talent Management • Organization Effectiveness

Innovative *Talent and Human Capital Consultant* with a demonstrated track record of advising global HR and business leaders on organizational and talent strategies. Recognized for building strong relationships, listening to client challenges and translating those into solutions. A human resources thought leader, serving on the Board of Directors of Chicago Society for Human Resource Management, Guest Lecturer at University of Southern California and an Adjunct Professor at *Roosevelt University*. Areas of expertise include:

- Organization Design
- Change Management
- Strategic Human Resources
- Succession Planning
- Culture Transformation
- Leader & Executive Coach
- Leadership & Talent Development
- Communication Strategy
- Competency Assessments

CAREER ACCOMPLISHMENTS**ACCENTURE**

- Led SAP change management effort impacting 6,500 employees across North America and Mexico, supported the implementation through stakeholder engagement, communication and training, delivering the final program on time and within budget.
- Participated in business development efforts, as subject matter expert, in prospective client meetings.

HARRIS CONSULTING

- Founded and grew a successful consulting business offering the spectrum of human resources services for globally recognized companies in the retail pharmacy, online travel, trading and retail industries.
- Increased offer acceptance 20% for an entrepreneurial trading firm by re-branding its university recruiting program and ensuring the business and human capital strategies were aligned.

Hillshire Brands

- Developed and implemented high potential program for Marketing & Sales division. Lead all aspects of project management, identified vendors and facilitated employee coaching sessions.
- Provided expert counsel and advice on Marketing and Sales transformation project, which impacted over 100 employees, and resulted in a redesign of the organization structure and operating model.

PROFESSIONAL EXPERIENCE**RESTART CONSULTING, Chicago, Illinois****2014 - Present****Principal, Human Capital & Leadership Consultant**

- Developed and facilitated three leadership development workshops for 50 employees at a global Fortune 500 company and a non-profit medical association.
- Created and facilitated employee engagement webinars for a human capital and retained search firm, who specialized in the non-profit sector.
- Led business development and designed strategic marketing plan for a 30-person retained search firm.

BP GLOBAL OIL AMERICAS INTEGRATED SUPPLY AND TRADING, Chicago, Illinois**2011 - 2014****Human Resources Manager**

- Launched and created sponsorship program for high potential employees, to retain key talent and improve diversity within the organization.
- Broadened the scope and capabilities of the Learning and Development team, through an organizational re-design to maximize outputs and increase organizational effectiveness.
- Led culture change through the development of a culture assessment, focus groups and enhanced communication.

ACCENTURE, Chicago, Illinois**2010 - 2011****Human Capital & Organization Effectiveness Consultant**

- Change management lead for a global e-commerce implementation affecting 10,000 stakeholders. Ensured flawless implementation by defining communication plan and change agent network.
- Created HR competency model for global manufacturing client by successfully aligning behavioral anchors, mapping competencies to specific roles and crafting a change management framework.
- Collaborated with a Fortune 50 manufacturing client on an organizational redesign project. Developed the overall strategy and change management plan for approximately 5,000 employees.

HILLSHIRE BRANDS, Downers Grove, Illinois**2008 - 2010****Senior Human Resources Project Manager**

- Significantly improved efficiency and reduced operating errors by leading all aspects of the change management effort for an inventory management systems deployment. Enhanced technology was launched at 30 manufacturing facilities impacting over 7,000 employees.
- Advised marketing executive team on organizational design strategies during the transition from centralized to regional based marketing teams. Ensured accurate talent placement, by administering 360 and HPI assessments aimed at aligning employee profiles with job descriptions.
- Enhanced talent pipelines engaging high potential employees by conducting leadership assessments utilizing 360 and HPI assessments, providing one on one coaching and by co-creating individualized development strategies.

HARRIS CONSULTING, Chicago, Illinois**2004 - 2008****Founder/Human Resources Consultant**

- Led all aspects of Business Development, for a thriving human capital consultancy, through strong client relationships and delivery of quality programs that were on time and within established budget.
- Assisted clients in attaining their organizational objectives by guiding senior leadership in strategic planning, leadership development and human capital integration processes.
- Created a bespoke performance management process and facilitated training for a top-tier client in the retail industry.

PFIZER (formerly Pharmacia), Skokie, Illinois**2001 - 2004****Senior Human Resources Manager**

- Provided HR support for 400 R&D professionals overseeing compensation planning, employee relations, talent development and succession planning.
- Strengthened supervisor skills by designing, implementing and marketing a training program for 150 R&D managers.

CERTIFICATIONS**Organizational Design Master Course****Change Track Certification****Development Dimension International (DDI) Facilitator****Hogan Personality Inventory (HPI) Certification****EDUCATION****UNIVERSITY OF ILLINOIS, Urbana-Champaign***Master of Arts in Labor and Employment Relations – GOALS Fellowship**Bachelor of Science in Communications, Minor in Business*