

AMIT PATEL, MAS, PMP, PROSCI

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CERTIFIED ORGANIZATIONAL CHANGE / BUSINESS TRANSFORMATION EXECUTIVE

Innovative strategist and certified organizational change and business transformation executive with 20+ years of global progressive experience in banking/financial services, biotech, energy, health care, IT, insurance, retail, media & entertainment, travel and telecom. Formulates and executes corporate strategies and leads a variety of international business transformations for Fortune 500 and start-up companies. Serves as a trusted advisor to C-level and senior executives advocating to make strategic change actionable, impactful and lasting. Improves business processes, builds organizational capabilities, and boosts organizational effectiveness while empowering human capital to decrease cost, and catapult profitability.

EXPERTISE & MANAGEMENT SKILLS

- ▶ Strategy Planning
- ▶ Organizational Effectiveness, Change Management
- ▶ Organizational Design / Development
- ▶ Business & HR Transformation, BPR
- ▶ M&A, Merger Integration, Spinoffs
- ▶ Leadership & Culture Change
- ▶ Executive Coaching, Training, Workshops
- ▶ Communications, Marketing, Branding
- ▶ Start-ups, eBusiness, eCommerce
- ▶ CMO, PMO, Program & Project Management

CAREER & ACHIEVEMENTS

Mythos Group, Inc., San Francisco, CA

2003 – Present

Founder/Managing Director

Partner with business leaders as a strategic change advisor/agent to build organizational capabilities, improve performance, and develop brand awareness. Embed and implement organizational change management (OCM) and organizational design (OD) frameworks and tools at the enterprise level to make strategic change impactful and lasting. Define, facilitate, drive and manage complex business transformations with an emphasis on the integration and alignment of strategy, people, process and technology.

- ▶ Partnered with senior executives in driving a global Human Resources (HR) transformation that initially comprised of a divestiture from a giant parent biopharmaceutical firm, and a subsequent acquisition by another giant biopharmaceutical firm (US \$32 Million, impacted nearly 22,000 employees across over 100 countries).
 - Collaborated with HR Business Partners, Work Councils, and external vendors to formulate change strategies for career frameworks, organizational re-alignment, cultural integration, and integration change impacts.
 - Provided guidance and coaching to senior leadership to facilitate a successful acquisition integration.
 - Developed training strategy, and onboarded HR, to deploy Workday and Kronos globally. (*Baxalta/Shire*)
- ▶ Provided strategic change advisory services to senior leadership team for a global business/HR transformation that included deploying a centralized global shared services center impacting 110,000 employees, and projected operating cost savings of over \$500 million in three years.
 - Coached and shared best practices with senior leadership in standing up a global shared services group.
 - Conducted stakeholder analysis, and change impact assessments.
 - Facilitated business readiness workshops, and managed communications/training. (*Mondelez International*)
- ▶ Partnered with senior executives, from BNP Paribas (France), and Bank of the West (USA), to develop and execute key strategic business transformation initiatives. Spearheaded the Multichannel CRM (MCCRM) taskforce, comprising of 5 workstreams and 16 projects, projected to generate \$18.4million dollars in revenue (impacted 400 branches and 6,000 employees).
 - Developed change strategies to manage stakeholders, and change impacts.
 - Facilitated organizational design and business readiness/change impacts workshops.
 - Collaborated with the client to maximize operational efficiencies including HR strategy, process design, and enabling technologies. (*Bank of the West/Retail Banking*)

Amit Patel – Resume Continued

- ▶ Managed the merger/integration of two large financial institutions. Spearheaded in the creation of a new subfirm (WellsTrade) for self-directed brokerage generating \$82 Million/annually (impacted over 400,000 clients)
 - Collaborated with executives to develop digital and print media strategies for enhancing brand awareness.
 - Developed key messages for marketing campaigns. (*Wells Fargo Bank/Independent Brokerage Group*)
- ▶ Partnered with various clients to support their local/global business transformation initiatives, some of which included the creation of shared services center, and/or the deployment of CRM, ERP, and HCM solutions.
 - Collaborated with the clients to: formulate change strategies; manage stakeholders; conduct business readiness and change impact assessments; develop and implement communication plans; and conduct organizational design workshops.
 - Coached and mentored senior executives and stakeholders on leadership development, change adoption methodologies, and best practices.
 - Revitalized onboarding and ongoing training strategies for increased productivity and employee retention. (*AAA, Chevron, Cisco, Microsoft, PricewaterhouseCoopers, Procter & Gamble, Starbucks, Union Bank, Wells Fargo/Private Banking*)

Scient , San Francisco, CA Managing Director	1999 – 2003
PeopleSoft , Pleasanton, CA Practice Director	1998 – 1999
Andersen Consulting, LLP (Accenture) , San Francisco, CA Senior Manager	1996 – 1998
Coopers & Lybrand, LLP , Arlington, VA Manager	1994 – 1996
American Management Systems (AMS) , Arlington, VA Business Analyst/Team Lead	1992 – 1994
ICS , Tyson's Corner, VA Business Analyst	1987 – 1992

SELECT CLIENT LIST

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|---------------------------|--------------------|------------------------------------|
| ▶ AT&T | ▶ Bell Canada | ▶ British Telecom |
| ▶ Boots | ▶ Cable & Wireless | ▶ Chase Bank |
| ▶ Coca Cola | ▶ Pfizer | ▶ Sephora |
| ▶ Sunday (PCCW Mobile HK) | ▶ Telstra | ▶ Wells Fargo (Commercial Banking) |

EDUCATION

Johns Hopkins University, Maryland, *M.A.S., Strategy Planning & Organization Development*
University of Maryland, Maryland, *B.S., Computer Science*
University of Bombay, Bombay, India, *B.S., Accounting & Economics*

CERTIFICATIONS

William Bridges & Associates Linkage, Leading Organizational Transitions (LOT), Train-The-Trainer
Prosci Learning Center, Change Management (*ADKAR*), and Advanced Change Management
Chevron, Capital Stewardship Organization Capabilities (CSOC) and CPDEP for Change
Project Management Institute (PMI), Project Management Professional (PMP)

PUBLICATIONS

Consulting Times Thought Leadership Section: [Driving For Success: A PLM Case Study In Business Change](#)