

HUMAN CAPITAL Consultant • Change Management • Leader Development

Innovative *Human Capital Consultant* with a demonstrated track record of advising global business leaders on organizational and talent strategies. Recognized for building strong relationships, listening to client challenges and translating those into solutions. A human capital 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*. Proficient in Microsoft Word, Excel and PowerPoint. Additional areas of expertise include:

- Leader & Executive Coach
- Change Management
- Strategic Human Resources
- Speaker/Facilitator
- Culture Transformation
- Organization Design
- Leadership 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. The program was delivered on time and within budget.
- Participated in business development efforts, as subject matter expert, in prospective client meetings.

HARRIS CONSULTING

- Launched 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 by 20% for an entrepreneurial trading firm by re-branding its university recruiting program and ensuring 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****2015 - Present****Founder & CEO, Human Capital & Leadership**

- Design and facilitate leadership development programs for mission-driven organizations. Co-developed the “New Leader Change Model” which integrates leadership and change principles to help new leaders successfully navigate their role.
- Change Management lead for M&A of three organizations with over 2,000 employees. Led the communications and stakeholder engagement. Expertise in M&A, culture, leader, and technology change.
- Led Change Management for HR Workday implementation. Led all aspects of change from stakeholder identification, leadership alignment and communications planning and execution.

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.
- Led re-design for global L&D team to ensure organizational capabilities met the changing demands of the business.
- Developed culture assessment, led focus groups and designed change and communication for business unit of 400 employees.

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

- Communication lead for 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.
- Led the organizational redesign project for Fortune 50 global manufacturing client. 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**

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

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.

Other H.R. Experience Includes: Motorola & Ford Motor Company

CERTIFICATIONS

Coach Training Institute (CTI)

Organizational Design Master Course

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