

Paulina Fin Caprio

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CULTURE CHANGE • M&A INTEGRATION • CHANGE MANAGEMENT • EMPLOYEE EXPERIENCE

Emotionally intelligent advisor with high business acumen and passion for developing high empathy change strategies and leading culture change. Over 23 years of experience in organizational change, business transformation and M&A. Lead delivery teams, incorporating design thinking, user experience and neuroscience with OCM principles. Leverage 10+ years in finance to measure financial and operational impact from change initiatives. Build high-trust client relationships; harmonize cultures.

PROFESSIONAL EXPERIENCE

CHRYSLIS, Chicago, IL

2020 - Present

Founder and Culture Strategist

Launched consulting offering helping companies transform and sustain their desired cultures. Work with organizations undertaking large-scale business change, growing quickly, and conducting M&A. Culture change strategies focus on building long-term mindset and behavior changes

- The Chrysalis framework ensures culture change and M&A integration delivers (i) alignment, (ii) strategy execution and (iii) accountability across businesses and departments

INDEPENDENT, Chicago, IL

2015 - Present

Culture Transformation and Change Management Adviser

Advise companies through business/technology/culture transformations and M&A integration. Develop and lead change management strategies for multinational companies. Minimize business disruption, accelerate change, and deliver desired business results. Coach leaders to become change champions

- Change management lead for Fortune 150 fast food company's deployment of IBM's TRIRIGA system (lease administration and accounting) across 25 markets and over 40,000 leases globally
- Led culture and organizational change initiatives for \$30bn financial services company in high-growth Agile (SAFe/scrum) transformation; designed a technology manager development program
- Commercialized RGP's change management practice and *Return on Change™* product, driving 50% YOY sales growth through new sales strategy, solution development and go-to-market campaign
- Led change management, communication and employee experience strategies for RGP's acquisition of Accretive Solutions. Developed RGP's M&A Communications Playbook

BPI GROUP, Chicago, IL

2012 - 2015

Senior Consultant, Organizational Transformation and People

Led large-scale organizational change project teams for \$2bn - \$30bn companies. Built communication and engagement strategies to increase stakeholder buy-in and sustain long-term changes.

- Increased private equity sales and client traction by building sales campaign linking financial returns and measurable business results to change management initiatives
- HR transformation: adopted HR business partner model, redesigned talent development strategy and implemented Visier (HR analytics). Project so successful it became the company's new HR PMO
- Crafted global change management and communication strategy for private equity-backed \$3bn five-company global packaging merger to retain talent and minimize operational disruption
- Developed organizational transformation strategy to support new leadership and business model for \$2bn high-growth security company spun-off from its holding company

MORRISANDERSON, Chicago, IL**2009 – 2012****Director** (2011- 2012), **Associate Director** (2009-2011)

Held restructuring leadership roles to turn around distressed companies. Restructured business models, organizational structures and changed cultures. Realigned compensation plans and talent priorities.

- Accountable for HR/admin and finance teams with \$5mm-\$30mm budgets and 5-20 reports
- Avoided company shutdowns; rebuilt trust and stakeholder support amidst high-stakes negotiations
- Created engagement/communication campaigns to restore employee morale and reduce turnover
- Received “*Turnaround of the Year*” Award: Turnaround Management Association, 2010

SPOT TRADING, LLC, Chicago, IL**2004 – 2008****Portfolio Manager, Long-Short Equity Portfolio** (2008)

Established new business unit with P&L authority, built team, implemented tools and processes to drive sustainable returns. Managed and coached investment team and aligned priorities to business goals

Director of Equity Research (2007-2008)

Promoted to lead and grow the equity research team. Transformed research team from cost center to revenue-generating unit. Tripled research capacity by building research apps with developer teams

Senior Equity Analyst (2004-2007)

Built equity research team as company’s first equity analyst and developed new event-driven strategy

*Additional experience includes working as a **Distressed Debt and Risk Arbitrage Analyst** for GABRIEL CAPITAL (New York, 2000 – 2003) and an **Investment Banking Analyst** for BANC OF AMERICA SECURITIES (New York, 1999 - 2000) and UBS (Toronto, 1997 - 1999).*

EDUCATION & CERTIFICATION**Honors Bachelor of Science, Neuropsychology, 1997**

University of Toronto, Toronto, Canada

Chartered Financial Analyst (CFA), 2002

CFA Institute, Charlottesville, VA

Insights for Innovation, 2019

IDEO U, San Francisco, CA

AFFILIATIONS

- **Junto Institute of Entrepreneurial Leadership**, Founding Mentor
 - JuntoWomen Leadership Development Program, Founding Mentor (2019 – present)
 - Executive leader mentor (2018-2020)
 - Advisory board member for Review Trackers (2016)
- **Hacking HR**, Partner, Chicago Chapter (2018 – present)
- **50 Action 50** - Committee member and design thinking facilitator