

wonderful client

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Qualifications Summary

Professional with over 15 years experience in organizational development within Fortune 50 companies. Proven record of success in analyzing all aspects of a project or area of responsibility, investigating and determining if monies are being spent appropriately, reducing expenses, and improving the efficiency of organizations. Additional responsibility gained in project management, business development, public relations, and employee management. Demonstrated ability to enter a project, clarify problems areas and uncover solutions to remedy the situation. Motivated and encouraging team leader with a passion for excellence.

- Ø Provide strategic business alignment by designing and implementing strategy, systems, processes, culture and leadership development
- Ø Utilize and incorporate Organization Redesign and Change Management principles to streamline business practices
- Ø Design teambuilding sessions to achieve business results and improve cross-functional teamwork effectiveness by utilizing Type theory, team building tools, group dynamics skills and business models
- Ø Provide continuity and manage risks through change tools and processes
- Ø Certified and proficient in ODR Managing Organizational Change methodology and Being First Change methodology
- Ø Certified and trained in Block's Flawless Consulting Skills
- Ø Certified Myers Briggs Type Indicator Master Practitioner

Accomplishments

- Ø Centralized the Accounts Payable function reducing costs by \$300K
- Ø Developed and led multiple workshops for leadership teams and executives to improve operational functions utilizing MBTI; designed and implemented a Long Distance Leader workshop, facilitating a 3 day leadership team workshop to determine strategy and objectives for the fiscal year
- Ø Designed and implemented a change management model for a global restructuring of the Information Technology division; transitioned IT desk support services from one provider to the next without sacrificing business continuity
- Ø Expanded capacity by coaching and driving change as an integral part of a global business process redesign and SAP implementation project
- Ø Designed and managed a Diversity study utilizing focus group methodology; evaluating the progress the company had made and further actions needed to achieve desired diversity goals.
- Ø Collaborated with leaders to expand capacity by coaching and driving change as an integral part of a global business process redesign and SAP implementation
- Ø Provided organizational consulting to Shell, Chevron, Integrated Trade Systems, Pride International, Clear Cube, Coca-Cola, WHR Architects, BHP Billiton, and Planned Parenthood
- Ø Designed and implemented change management processes using ODR's change model and the Being First Change methodology for IT projects to increase the success of the projects

Experience

Monster Consulting

2003 to Present

Dynamic consultant affiliated with clients including Shell, Chevron, Integrated Trade Systems, Pride International, Clear Cube, Coca-Cola, WHR Architects, BHP Billiton, and Planned Parenthood. Collaborated with organizations to deliver organizational change, leadership and team development, as well as human resources solutions to strengthen business results. Learned invaluable business development skills and practices enhancing client services.

- Ø Collaborated with leaders to expand capacity by coaching and driving change as an integral part of a global business process redesign and SAP implementation
- Ø Provided continuity and managed risks through change tools and processes

Monster Company 1998 to 2003
 Organization Development Consultant, Monster People Services 2001 to 2003
 Provided consultant services for business leaders in the Chemical, Oil Products, Exploration & Production, and Information Technology divisions of Shell Oil Company as a member of Shell's HR Shared Services organization. Facilitated teamwork and training across divisions; organized a strategy development session for 12 person senior leadership team to streamline the teambuilding process and Conducted After Action Reviews for Tax IT projects to capture learnings and increase the success of future projects.

- Ø Successfully Centralized Accounts Payable function reducing costs by \$300K; redesigned organization Purchase to Pay function resulting in streamlined jobs, increasing customer focus, integrating work, and supporting automation efforts and coordinated change management efforts for the implementation of a SAP buying tool
- Ø Proposed and created a Professional Development System including leadership development, career planning and compensation for Pemex, the national oil company of Mexico, and Shell partner
- Ø Facilitated and coached a global leadership team undergoing a global reorganization using Sibbets' Team Performance Model

Organization Development Consultant; Monster Services International 1998 to 2001
 Facilitated the global Change Management team to achieve work goals while coaching the leader using the GRPR model to provide vision, direction and support to the team; designed change management process using the Hanna Model for the Global Information Technology restructuring project

- Ø Designed and implemented change management processes using ODR's change model and the Being First Change methodology for IT projects to increase the success of the projects. Successful projects include: IT systems integration project for the utility industry, E-commerce buy-site project for chemicals, and a Knowledge Management project for E&P.
- Ø Designed and facilitated large group conferences (100+ persons) to communicate company direction, discuss strengths/improvement areas and develop go forward plans
- Ø Designed teambuilding sessions to achieve business results and improve cross functional team effectiveness by utilizing Type theory, team building tools, group dynamics skills and business models

Monster, Inc 1985 to 1998
 Internal Consultant 1994 to 1998
 Designed and implemented a Group Mentoring process to develop high potential technical talent within the company resulting in 90% of the mentees successfully placed in the new ChevronTexaco organization.

- Ø Developed Performance Management training modules and trained business unit facilitators to deliver the material
- Ø Served as the Project Manager and Designer for the Career Development Process to change the culture from a corporate conglomerate to an employee-owned career culture including learning curriculum, tools and resources
- Ø Influenced 50% of the company's business units to adopt the process.

Manager 1990 to 1994
 Managed an onsite staff of 6 and contracted workers. Facilitated 12 university teams to set objectives and increased hiring by 300% at campuses. Developed a formal intern program to establish a strong candidate pool which increased by 300% in 3 years. Reduced staff by 70% without sacrificing quality of service to the corporation or universities.

EDUCATION

BA, Psychology/ Management; University of Texas-Austin 1985

MEMBERSHIPS

Houston Organization Development Network • Organization Development Network • Association for Psychological Type