

ORGANIZATIONAL CHANGE MANAGEMENT

How do I...**ensure that my team is well-prepared** to rise to the challenge of new demands?

As a consultant and former HR professional, my ongoing quest has been to deliver solutions designed to align, engage, and enable a high performing workforce. Key elements of success are listed to the right.

I have had the opportunity to lead the development and execution of a wide variety of HR and learning programs at both private and public sector organizations. Typical Human Resources (HR) / Learning & Development initiatives I have led include:

- Onboarding
- Corporate Universities
- Leadership Development
- Competency Models/Career Development
- Performance Management/360 Degree Feedback

→ Lay the foundation for success

Case 1. Federal Agency: With the objective of attracting and developing talent, launched corporate university with extensive classroom, print, and online resources, available on demand to employees at 5 Southern California locations. Migrated 10 years of course records into the Learning Management System, enabling employees to better manage their learning and careers.

→ Provide learning and career paths

Case 2. Regional Medical Center: To standardize competencies and career paths across the region for the company's widely distributed Project Management Office (PMO), identified 181 career paths for 27 positions. Developed and transitioned a new process incorporating PMO career paths into the existing performance management process.

→ Promote effective coaching

Case 3. Global High Tech Company: As part of an overall Sales Transformation effort, developed training materials designed to:

- (a) incorporate quantitative data into managing sales performance;
- (b) enhance coaching skills and encourage ongoing feedback; and
- (c) assist Sales Leaders in navigating complex corporate performance management processes.