
A high-achieving, results-oriented organizational development professional with a successful track record of leading companies through transition to reach their full potential, aligned with corporate goals. Directing sustainable change and realigning an organization's goals, processes, and people during post-merger integration.

- Organization Development / Change Management / Mergers
- Leadership Development; Team-Focused Strategies
- Adjunct faculty – Leadership/Conflict/MBTI
- Strategic Planning / Current to Future State Gap Analysis
- Strong Transition Leadership Skills
- Launching Corporations, Organizations, Departments

BUSINESS CONSULTING

IMPACT CHALLENGE LLC, Suzhou, China / Illinois / Wisconsin **2001 - Present**

CONSULTANT, FACILITATOR, TRAINER, EXECUTIVE COACH

Helped multiple businesses reach their full potential by facilitating organizational development strategies; including long-term vision, goals, and leadership development and improving operations through business assessment and strategy

- Consultant: Existing business assessment/development; change management; entrepreneurial launch and cash flow assistance; current-to-future state gap analysis; strategic planning; mission/vision facilitation; business plan development
- Facilitator: Strategic planning, Vision/Mission/Values/Goals Development; Business plan development
- Trainer: Adjunct faculty; Leadership concepts, team development, conflict resolution, diversity of personalities, meeting management
- Executive and Business Coach: Professional and personal goal development
- Speaker: Leadership motivation, taking action, launching innovation, international perspectives

KINSELLA GROUP INVESTMENT BANK, Chicago, IL **2012 - 2014**

VICE PRESIDENT – MERGERS AND ACQUISITIONS

Pursued firm development; Source and develop buy- and sell-side acquisition opportunities in the aerospace components and medical devices space

- Re-organized firm's organizational development processes and strategy: Major initiatives included document management re-engineering, improved employee communication networks, and instrumental in the strategic direction of the company
- Contribute to entire acquisition process, sourcing buyers/sellers and database development, and conduct market research and gather economic data to identify new markets and enhance existing target markets
- Develop new relations with family offices, private equity, and diversified industrial manufacturers on the buy side and industry specific companies on the sell side

Relocated to Suzhou, Jiangsu, China as trailing spouse; Consulted – Mercury Marine division development **2008 - 2010**

RIPON COMMUNITY DEVELOPMENT CORPORATION (RCDC), Ripon, WI **2004 - 2008**

PRESIDENT, ECONOMIC DEVELOPMENT

FOND DU LAC COUNTY ECONOMIC DEVELOPMENT CORP (FCEDC), Fond du Lac, WI **2001 - 2004**

DIRECTOR, CLIENT SERVICES

Provided highly visible organization development functions launching RCDC staffed services; \$60+ Million in projects; Consulting executives in the areas of business expansion, entrepreneurial launch, business park development, and business attraction

- Developed and launched the RCDC services and brand through heavy community leadership
- Expanded (or sustained) ongoing entities through business assessment and strategy, financial analysis and cash flow concerns, conquering random challenges, planning and financing growth projects; Proactively pursued new businesses - Closed on \$700,000 in State and federal funding programs for clients (FCEDC)
- Guided hundred+ entrepreneurs through start-up process including business plan development, market analysis, network referrals, financial guidance / funding, site location
- Initiatives: Launched Entrepreneurs Network: Lead development of business park

MARIAN COLLEGE, Fond du Lac, WI **2000 - 2001**

DIRECTOR, CAREER SERVICES

CORPORATE EXPERIENCE

MERCURY MARINE, Fond du Lac, WI

1988 - 1999

Promoted five times, each to assist in division or department launches and/or to manage change

STRATEGIC PLANNING ANALYST (1998 – 1999)

Promotion: Monitored change management across corporation; Involved in various developmental projects impacting the change efforts; Left company for family reasons

- Monitored change initiatives in departments company-wide
- Improved change management collaborating with consultant in process quality improvement projects and report analysis
- Developed a business plan for a division initiative
- Developed current to future state processes transitioning to Industri-Matematik International (IMI) software on implementation team for Enterprise Resource Planning (ERP) – Oracle project
- Member of cross-divisional project team for implementation of standardized the service literature process in order to review and replace the current desktop publishing software
- Assisted in bringing Quality Function Deployment (QFD) to Mercury Marine in a focus group

MANAGER, PROFESSIONAL RECRUITING (1997-1998)

Promotion: Launched and developed department from outsourcing; automated manual system company-wide

- Established a central recruiting function from concept - assessing company needs, EEOC guidelines, and budgetary limits
- Developed applicant tracking database with Information Technology department for consistent, searchable candidate information, interview and requisition tracking, and EEOC compliance through team leadership
- Served on the sales re-organization strategy team to bring “One Voice to the Customer”
- Member of the Oracle Communications Team – Ran current-to-future state gap analysis to determine final position impact and task analysis; Developed corporate-wide templates for position analysis

SALES COORDINATOR (1988-1993; 1996-1997)

Working leader transferred to various divisions pre/post-merger to establish and/or develop in-house sales efforts: Force Outboards (Hartford), Mercury Marine Outboard Unit, Mercury Marine Propeller Company (Fond du Lac)

- Enhanced interdepartmental relations and unified program development efforts as department representative for initiatives impacting multiple departments and divisions
- Managed allocations and developed profitable programs/pricing models, benchmarking, pricing, and performance review
- Realigned processes, information flow, and paper flow for improved efficiencies
- Top salesperson managing and developing various regional dealer networks; Set regional goals and forecasts

PROJECT COORDINATOR (1993-1996)

Marine Power Europe, Inc. (Mercury Marine’s Western European Headquarters) Petit Rechain, Belgium

- Developed, organized, conducted, and promoted the Customer Satisfaction Index (CSI) successfully for the European markets in 10 different languages utilizing cross-cultural research and impact analysis
- Improved productivity by analyzing and improving current processes using time flow-charts

EDUCATION AND CERTIFICATIONS

- **Executive Masters in Business Administration (EMBA)/Bachelor of Arts: Communication** University of Wisconsin: Milwaukee
- **Myers-Briggs Personality Indicator (MBTI)** Certified Practitioner
- **Project Management Professional (PMP)** Coursework Completed
- **Certified Professional Coach Program** International Coach Academy, Anticipated ICF Certification
- **Economic Development Finance Professional** National Development Council

COMMUNITY AND ORGANIZATION LEADERSHIP

- **Founding Board Member / Secretary** - Women’s Fund of Fond du Lac Area Foundation (2004 – 2006)
- **Initiated and Lead Leadership Development Team** - Ascension Lutheran Church (Large Fast Growth Church)
- **President** - Women in Management (2001 – 2008)
- **Founder / Team Lead** - Fondy Fire FIRST Robotics Team (2006 - 2008) Rookie Team of the Year/Regional Champions
- **Languages learned:** Chinese, French, German, Swedish, Sign Language
- **Extensive travel** to 40 countries, deep interest in international business and cultures, photojournalism photography awards