

ADRIENNE SEAL

OD PROFESSIONAL/CHANGE AGENT STRATEGY/ACCELERATED CHANGE / ORGANIZATION DESIGN/EXECUTIVE COACHING

Broad range of organization effectiveness experience. Proven track record with demonstrated success in facilitating practical and productive assessment, diagnosis, and delivery of solutions on a wide range of organizational effectiveness issues across organizational boundaries. Work collaboratively with progressive organizations and leaders to design, and build capability in processes and programs that result in sustainable business and organizational performance improvements at the individual, team and organizational levels.

Expertise includes:

- Organization Design
- Accelerated Change Solutions
- Leadership Coaching
- High Performance Team Coaching
- Meeting Design and Management
- Process Design and Improvement
- Learning and Development

MAJOR ACCOMPLISHMENTS

- Designed and managed the change to a shared service model for all the enabling service organizations, improving process effectiveness, increasing span of control and reducing cycle times.
- Designed and developed a change management model and methodology that increased change management capability in leaders and managers to support a more change agile organization
- Designed and developed a project management and project governance process and supporting training classes and materials, increasing project management capability, and improving ability to prioritize, resource, and control costs of projects
- Successfully led organization readiness and change for a major ERP (enterprise resource planning) implementation
- Developed High Performance Team coaching program, and coached several senior teams increasing engagement, team effectiveness and improving business outcomes
- Instituted a training and development program and processes within a culture of innovation that was adaptable to continuous change
- Co-founded and principle consultant of my own coaching and consulting company

PROFESSIONAL EXPERIENCE

ON THE MARK

May 2010 – present

Work with senior leaders across a variety of industries globally using collaborative methods in business transformation, with deep expertise in strategy, organization design, performance improvement, work redesign and accelerated change, and leadership and team development to improve performance. Recent clients include Del Monte, Nestle, Handtmann, MBDA.

Co-Founder Spirit Tree Consulting

2008 – present

- Conducted integral coaching with individuals and groups both in and out of the corporate experience increasing their ability to develop better self-awareness and emotional intelligence and achieve their intended goals
- Designed and facilitated visioning and coaching workshop in partnership with Wharton Business School
- Facilitated Personal Brand Development Workshop with international corporate real estate advisory firm resulting in better understanding of the team on how to connect and be successful with their target markets

THE CLOROX COMPANY (1 998-2010)

1998 - 2010

Sr. Organization Development Manager (2008 – 2010)

Managed organization design and strategic change management in restructuring of enabling businesses to shared service model; personally supporting HR and Finance, and indirectly supporting IT, Legal and Real Estate.

- Reduced cycle time in our Finance close process by 30%
- Increased spans of control from 1:3 to 1:5
- Improved process effectiveness in talent management

Business Process Manager (2006 – 2008)

Responsible for business process design and improvement projects in Human Resources with impact across all functions and employees both domestic and global.

- Developed process for Workforce Planning aligned with the annual strategic planning to improve ability to identify and target talent more effectively
- Designed and improved Talent Management processes
- Designed and improved Total Rewards processes (compensation, benefits, operations)
- Developed a best practice Change Management Model and Methodology for Clorox
- Developed and implemented a project management and governance process for Human Resources

High Performance Team Coach, The Clorox Company (2005-2010)

- Developed team coaching program for top down leadership and cultural integration of high performance behaviors
- Designed coach development program and mentored new coaches
- Coached several senior level teams

Individual/Leadership Coach, The Clorox Company (2006 – 2010)

- Performed 360/performance coaching for both leaders and rising talent intended to improve strengths and minimize limitations

Organizational Effectiveness Manager (1998 – 2006)

- Information Technology Reporting Change Lead (2004-2005): Led organizational readiness efforts for building Clorox's internal/external reporting capabilities, which included development of global data standards, management capabilities, and repositories setting the stage for radically changing how the company's reporting applications development process data were seen, consumed and used
- North America SAP Change Lead (2001-2004): Led organizational readiness efforts for SAP implementation over multiple business units impacting 5,000 employees and 1,000 external parties throughout North America. Including Leadership Alignment; engaged senior leaders around common vision, Organization Engagement; created and managed a 400 person change network involving personnel at all levels to ensure adoption, Communication; managed the design and development of all communication associated with the implementation, and Organization Design; managed the impact of major initiatives on the organization structure, including organization redesign, job and role design, performance and metrics

Manager of OD; Manufacturing (Product Supply) (1998-2001)

Led organizational assessments across all plant locations. Result: plant initiated change to HR processes and work systems. Implemented work systems improvement process including a process for transition to self-directed teams.

FLEX PRODUCTS INC. (1996 – 1998)

Training and Development Manager

- Responsible for creation and implementation of a strategic training and education program.
- Initiated performance review program that addressed employee development path tracking and advancement policies.

OTHER SIGNIFICANT EXPERIENCE

HEWLETT PACKARD COMPANY, **Organization Development Consultant**

PRICECLUB/COSTCO, **Human Resource Manager**

EDUCATION

- Professional Coaching Certification, New Ventures West
- MBTI Qualified
- EQ Certified
- MA, Organization Development, Department of Psychology Sonoma State University
- BA, Cultural Anthropology, San Francisco State University

PROFESSIONAL ASSOCIATIONS

- STS (Socio-Technical Systems) Roundtable – Board of Directors (2005-2009)
- National Organization Development Network
- Bay Area Organization Development Network
- HRSF (Human Resource Strategy Forum)

PROFESSIONAL PRESENTATIONS

- STS Roundtable – Case study: HR Transformation in a Global Consumer Products Company (2008)
- University of Illinois Champagne Guest Lecturer: Designing High-Involvement Workplaces (2007)
- Blog: New leadership, a few new discussions, same old problems
- Blog: Successful Change, when will we learn



Careers@Sedaa.Net