
Professional Profile:

I started KMR Consulting after nearly 20 years of working in global HR roles in biotech, pharma, and other highly complex, matrixed organizations. Both as an HR leader and during my time as a nurse practitioner, I experienced firsthand the challenges organizations face during times of intense change, as well as times of greater stability. I also saw what was possible when powerful organizational processes, such as change management and staff development are prioritized. Such approaches positively impact staff engagement, culture, patient experience, and organizational health.

KMR Consulting brings my career full circle. I now leverage my unique lived experience to assist companies around the world with change management, talent development, project management, and organizational effectiveness. My approach combines a global business perspective with an empathic personal touch. I hold master's and bachelor's degrees in business, nursing, and industrial technology. Concentrations include organizational leadership and adult/gerontology. I am a Certified Professional Co-Active Coach (CPCC), ICF Associate Certified Coach (ACC), and a Senior Professional in Human Resources (SPHR).

Consulting Experiences:

Global Pharmaceutical Organization, Change & Project Manager

Partnered with and drove accountability with the assigned core team for Patient Centricity/Engagement initiative across 6 functions and 3 major workstreams: People Development, Cross-Functional Collaboration, Awareness & Communication. Strong stakeholder management and communication. Developed new ways of tracking and communicating progress, including a user-friendly roadmap, summary guide, and other tools. Shared learning and tools with internal PMO team for use on future programs. Duration: 4 months

Global Pharmaceutical Organization, Project Manager for Digital Health Launch

Project management support to the Digital Health team in the US / Germany. Key activities: Supporting digital health lead; stakeholder management; proactively identifying interdependencies, issues, and deviations; providing resolution or escalation; tracking key deliverables and budget; point of contact for vendors; anticipating and removing project barriers. Program successfully launched. Conducted interviews and created Lessons Learned and project guide as resource for other internal digital teams. Duration: 15 months

Fortune 100 Pharmaceutical, Talent Program Manager

Provided support for scalable, sustainable early career talent pipeline program, consisting of 4 workstreams: Sourcing & Recruiting, Diversity, Equity & Inclusion, Onboarding, and Governance. Also provided support to mentoring and rotation program. Leveraged internal resources and developed strong internal SME network. Program was considered both innovative and successful. Duration: 16 months

National Health/Wellness & Integrated Delivery/Financing Org, Change Manager

Designed, managed, and implemented organizational/culture change and transformation program to reflect redesigned business strategies and processes for highly matrixed organization. Emphasized enhancing leader and individual contributor capabilities, creating diverse and inclusive environment, improving engagement, and providing opportunities for growth and development. Organizational change components: Client interviews, role/responsibility matrix, leadership coaching, stakeholder management, communication, training modules, developing measurements and surveys. Duration: 13 months.

Post-Acute and Long-Term Care Company: Organizational Assessment/SWOT

International Geriatrics Education Start-up: Project Management and L&D Leadership (pro bono)

Multiple Clients: Leadership and career development coaching

Corporate In-House (Direct Employee) Human Resources Experience:

Pall Corporation, Vice President, Human Resources: Technology, Quality Assurance, Regulatory Affairs strategic HR business partner and executive coach to senior leaders. Developed/executed global HR strategies: Technical career ladders, mentoring programs, and talent management. Facilitated global workshops on coaching, performance management, and goal setting. Duration: 18 months

McKesson, Human Resources Director: Supported Chief Technology Office and Information Technology. Conducted organizational design, talent management, and performance management activities. Led successful pilot of new Employee Relations Center of Excellence model. Duration: 2 years

Amgen, Human Resources Director | Associate Director: Multiple assignments in R&D and Commercial of increasing responsibility (US, UK, Austria). Led International R&D HR team for 500 UK staff and matrixed organization of 1,200 staff across 30 countries. Strategic HR Business Partner for global leaders. Developed strategic goals and tactical plans for CEE expansion. Created CEE HR hub and spoke model, hired/managed staff, and addressed engagement, retention, and site communications. HR team member for project transitioning 60 vendors across 40 countries and 300 contractors and staff into streamlined, in-sourced model for clinical trial management. Duration: 6 years

Pfizer Global Research and Development, Human Resources Director | Senior Manager: Integration activity for two M&As at Ann Arbor R&D site. Conducted leadership coaching, talent management, colleague communication, training, and employee relations activities. Led integration staffing - filled > 400 jobs in four months. Duration: 3 years

Eli Lilly & Company, Human Resources Manager | HR Representative: Led HR team and designed, coordinated, and implemented HR interventions for Program Phase Medical/Global Regulatory Affairs/Sourcing Innovation. Utilized organizational effectiveness tools for change management and to establish business objectives for clients. Coordinated and implemented HR programs and staffing strategies for physician and medical director roles worldwide. Duration: 5 years

Clinical In-House (Direct Employee) Experience:

IU Health Physicians, Nurse Practitioner (NP): Performed acute and hospital transition visits, polypharmacy reviews, and deprescribing activities for Center for Medicare & Medicaid Services (CMS) long-term care innovation grant program. Resource for project RNs, facility staff, providers, residents, and families. Duration: 3 years

Eli Lilly & Company, Clinical Research Nurse. Organized and completed Phase I studies. Audited inpatient charts and wrote standard operating procedures. Interacted with volunteers and patients: teaching, nursing care, drug administration. Initiated process improvements, which were adopted. Duration: 18 months

Education & Certifications:

Master of Science, Adult/Gerontology Nurse Practitioner, University of Indianapolis
Master of Business Administration, Organizational Leadership, Butler University
Bachelor of Science, Nursing, Indiana University
Bachelor of Science, Industrial Technology, Ball State University

Senior Professional in Human Resources
Certified Professional Co-Active Coach
Associate Certified Coach, ICF
Registered Nurse, State of Indiana
Adult/Gerontology Nurse Practitioner (AGNP-C)
German Language Skills - CEFR B1