

Kathy Rathke
KMR Consulting LLC

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Proven innovative organization consultant with global work experience in complex industries such as pharma, biotech, and healthcare. Experience includes full-cycle global HR leadership, change management, organizational effectiveness, talent management, project management, and nursing. Emphasizes an inclusive culture where all team members feel valued and engaged.

Professional Experience

PRINCIPAL - KMR CONSULTING LLC

2018 - present

Change Management – Talent Assessment & Review – Succession Planning – Retention Strategy – Coaching – Communication & Engagement – Project Management – Org Design – Leader Integration – Team Effectiveness

Consulting Examples:

◇ **Global Pharmaceutical Organization**

Change & Project Management - Patient Centricity/Engagement

- Partnered with and drove accountability with the assigned core team 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.

Project Management 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.

◇ **Fortune 100 Pharmaceutical**

Talent Program Management

- 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.

◇ **National Health/Wellness & Integrated Delivery/Financing Org**

Change Management for Transformation Program

- 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.

- ◇ **Multiple Clients:** Leadership and career development coaching
- ◇ **Post-Acute and Long-Term Care Company:** Organizational Assessment/SWOT
- ◇ **International Geriatrics Education Start-up:** Project Management and L&D Leadership (pro bono)

IU HEALTH PHYSICIANS, Indianapolis, IN | UNIVERSITY OF INDIANAPOLIS, Indianapolis, IN 2013 – 2018
Nurse Practitioner (NP) – OPTIMISTIC CMS Innovation Project (2015–18): Performed acute and hospital transition visits, polypharmacy reviews, and deprescribing activities. Resource for project RNs, facility staff, providers, residents, and families. *NP Student, Adjunct Nursing Faculty, & Volunteer (2013-15):* University of Indianapolis: NP MSN student and instructor for BS nursing students; Indiana Center for Nursing: DEI Leadership Team.

PALL CORPORATION, Port Washington, NY 2012 - 2013
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.

MCKESSON, San Francisco, CA 2010 - 2012
Human Resources Director – 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.

AMGEN, Uxbridge/Cambridge, UK; Vienna, AT; Thousand Oaks, CA 2004 – 2010
Human Resources Director (2007-10) | Associate Director (2004-06): 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 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.

PFIZER GLOBAL RESEARCH AND DEVELOPMENT, Ann Arbor, MI 2001 - 2004
Human Resources Director (2003-04) | Senior Manager (2001-03): Integration activity for two M&As. Conducted leadership coaching, talent management, colleague communication, training, and employee relations activities. Led integration staffing - filled > 400 jobs in four months.

Education

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| • MSN - Adult/Gerontology Nurse Practitioner, University of Indianapolis | • BS - Industrial Technology, Ball State University |
| • MBA - Organizational Leadership, Butler University | • German Language Skills - CEFR B1 |
| • BS - Nursing, Indiana University | |

Current Certifications and Licensure

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| • Senior Professional in Human Resources (SPHR) | • Registered Nurse (RN), State of Indiana |
| • Certified Professional Co-Active Coach (CPOCC) | • Adult/Gerontology Nurse Practitioner (AGNP-C) |
| • Associate Certified Coach, ICF (ACC) | |