



Representative Portfolio of Products

COMPANY MERGERS

Successfully facilitated development of a transportation strategy for a newly merged Fortune 100 company. Major responsibilities included leadership coaching, planning team facilitation, designing and facilitating planning team retreats, and preparing communications for the executive decision board.

FOCUS GROUP MODERATION

Revised energy company's philanthropic message and communication strategy in the state of Alaska. Conducted state-wide focus groups with employees. Identified weaknesses in current communication strategy. Provided counsel which led to greater focus and more effective communication of philanthropic giving strategy.

STRATEGIC PLANNING

Facilitated year-long implementation of a new truck and rail division. Coordinated work of industry experts, strategic planning facilitators, and transportation management. Facilitated all review meetings and assisted management in data interpretation and message development. Lead project manager reported it "could not have been done without my assistance" and that my "ability to cross lines of expertise and management levels" was "vital to the success of the project."

STRATEGY IMPLEMENTATION

Oversaw communications and change management program for a start-up division of a major airline. Assisted in shaping executive messages for large employee meetings. Developed format for daily project team meetings which allowed for rapid exchange of information. Designed and conducted statistically-based process studies. Facilitated multiple project team, cross-functional department, and conflict resolution meetings. Project was completed from idea inception to first take-off in a record six months with company-wide acceptance and praise for change process.

DEVELOPMENT OF TECHNOLOGY PORTFOLIO MANAGEMENT PROCESS

Facilitated development of R&D strategy and portfolio management process in the oil and gas refining industry. Conducted multiple top leadership stakeholder interviews, facilitated multiple steering committee meetings, worked closely with R&D VP in devising strategic options and framing communications to gain support with both internal staff and C-suite. Subsequent results of a customer & business value-driven technology strategy and success in tying innovation to key company challenges gained overwhelming support from top leadership.

LEADERSHIP TRANSITIONS

Facilitated the leadership transition of a third-generation family business firm over a 2-year period. Led the re-design of the company governance structure, creating an executive board that provide counsel to third generation and oversaw establishment. Facilitated multiple conflict resolution meetings and conducted communication audits to shape correct message during the change process. Second generation owner indicated five years later that "Katherine is probably is the best I've seen at creating an environment that encourages participation by all people."

LEADERSHIP COMMUNICATIONS

Coordinated change management program within a global software consulting industry in conjunction with new strategic direction. Facilitated the multi-cultural management team in the identification and implementation of major initiatives necessary to implement strategic plan. Assisted executives in the development and delivery of the strategic message.

PROCESS RE-ENGINEERING

Led a 6-month effort to re-engineer a cargo delivery system for a major airline. Facilitated cross-functional problem identification meetings, designed and conducted statistical process validation studies, interpreted results, coordinated recommendations for improvement, and assisted management in designing more effective operational reports.