

REBECCA LYNN RODSKOG

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PROFESSIONAL EXPERIENCE

Over 16 years experience developing and executing business growth solutions through Change Management and Organizational Development strategies.

- Communication planning, development and execution for both internal and external audiences
- Process design, development and execution
- Project management, team and meeting facilitation
- Individual and team coaching and leadership development
- Organizational strategy design and development
- Training design, development and execution

Independent Organizational Development Consultant

October 2000 – Present

Highlights of select projects:

Seyfarth Shaw, LLP (Labor and Employment Law Firm), NY, NY (CURRENT)

Leadership Development Program: NY Administration Team Leadership Development

- Conducted needs assessment to determine individual vs. management team needs
- Created leadership development and coaching program which consists of both individual and team initiatives
- Facilitating group coaching process to assist in professional development of management team

Recruiting Process Development: Recruiting processes evaluation and re-design

- Evaluated and re-designed recruiting process and materials including interview guides, tools and resources

Income Partner and Associate Annual Review Process: Yearly review process evaluation and re-design

- Evaluated and re-designed annual review process for Income Partners and Associates
- Assisted in development of process and materials including professional development plans, coaching tools, planning guides and communications

On-boarding: New employee process review and re-design of content and delivery

- Evaluated current content and made recommendations for global content and delivery
- Assisted in development of process and materials for new Associate on-boarding

She Writes (Social Network Start-up for Women Writers), NY, NY (CURRENT)

- Facilitated Visioning Session to develop mission, vision, operating principles and key strategic objectives
- Developed process to provide services to membership through a Preferred Provider Network
- Coaching Founder regarding strategic growth of company

Blue Star Partners (Change Management Consulting Firm), Chicago, IL

Recruiting: Sourced and screened candidates for consulting firm's clients (NiSource, Washington Mutual, Seyfarth Shaw LLP, BlueCross BlueShield)

- Created evaluation tools including interview assessment forms and candidate summaries
- Evaluated resumes, screened and interviewed candidates, and developed recommendations for clients

Chevron, San Ramon, CA

Reorganization: Marketing, North American Products

- Facilitated design meetings with Chevron executives
- Managed outsourcing vendor selection process for the Asset Management organization
- Designed, developed and executed internal communications including: town halls, focus groups, emails

Meeting Planning and Facilitation: 'Safety Summit' commissioned by VP of Marketing, North America

- Planned & executed two-day summit for 200+ North America marketing managers

Strategy Consultation: Strategy development for Company Operated Stores group and the Retail IT group

- Planned and facilitated meetings to develop vision, drafts of long-term strategies, and action plans

Business Process Reengineering: Reengineering of Global Processes for Global Lubricants

- Facilitated six teams with one other consultant to reengineer and rollout six Global Processes

PMI Group, Walnut Creek, CA

Project Management & Communication: Headquarters relocation

- Managed sub-committee responsible for all internal and external move communications
- Created overall “move plan” which consisted of all move-related activities

Business Plan Development: Develop business plan for newly formed OD group

- Developed an inquiry process to understand the needs of the OD group’s business partners
- Facilitated OD group in the development of a mission, vision, short and long term goals and offerings

Creditland.com, Vice President of People, San Francisco CA

April 1999 – September 2000

Manager to Director, 12/99, Director to Vice President 4/00

Managed a team of six and which built entire HR function and other “people processes” including:

- Human Resources (salary/benefits, state and federal compliance, compensation, recruiting)
- Culture Development and Retention Programs
- Facilities and Office Management

Accenture, Manager

February 1994 – April 1999

Analyst to Consultant, 3/96, Consultant to Manager 9/98

Highlights of select projects:

Gateway Computers, La Jolla, CA

Communication Design, Development and Execution: Implement communications strategy for new IT group

- Created and implemented communication strategy and detailed plan for all of IT and new group
- Designed and authored communications for CIO and VP of new group

Astra-Zeneca Pharmaceuticals, Philadelphia, PA

Process and Training Design, Development and Execution: Design, develop and implement the planning phase of the selling process used by 1,300 pharmaceutical sales representatives

- Project Manager; developed contract, approach and plan for \$1.5 million project
- Led team in development of planning process and training materials and rollout of the process to sales force

Dow Chemical, Midland, MI

Communication & Culture Design, Development and Execution: Assist in the transition of 150 Dow employees offered positions with Accenture in IT alliance

- Developed and delivered internal and external communications for transition
- Conducted cultural assessment and designed future alliance culture

EDUCATION

The Pennsylvania State University

Bachelor of Arts in Communications, December 1993

Minor in Speech Communications

SKILLS & INTERESTS

- Actor: performed in numerous theatre, film and TV productions
- Writer: featured writer / blogger on numerous websites (Network Solutions, The Well Mom, etc.)
- Volunteer: NYC Bottomless Closet (www.bottomlessclosetnyc.org): develop skill workshops for clients
- Communications Manager: University of Chicago Partners Group
- Outdoors Enthusiast: climbed Mt. Shasta, avid hiker, biker, rollerblader, anything outside
- Singer & Guitar Dabbler: spotted jamming with Johnny Nitro at The Saloon in San Francisco