

Kristin Leydig Bryant

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Summary

Executive level resource with deep organizational development experience, including organizational design, tactical design, communications, and change management. Skilled, formally trained facilitator specializing in strategic planning, business planning, process improvement, and board/executive retreats.

- Strategic Planning
- Leadership Development
- Change Management
- Resource Planning & Management
- Communications Strategy and Planning
- Group Facilitation
- Organizational Development
- Program/Project Management
- Learning, Development, Training
- Executive Presentations

Experience

Seren LLC

Owner / Principal Facilitator

2002 – present
Atlanta, Georgia

- Provide strategic planning and facilitation services to clients.
- Sample clients include: The Coca-Cola Company, the Centers for Disease Control, Atlanta Housing Authority, Friendly's Restaurants, Boost Mobile, Atlanta Feminist Women's Chorus, Georgia Ensemble Theatre, SouthStar Community Development Corporation, and the Royal Mail (via subcontract to Bridge Consulting in the UK).

North Highland Company / Cingular Wireless

Affiliate / Contractor

2005 – present
Atlanta, Georgia

- Serve Cingular Wireless in the Fixed Assets Accounting department.
- Major activities include communications strategy, planning, and implementation; strategic planning; survey development and analysis with SurveyMonkey; team development planning and competency modeling; and executive presentations.

Cap Gemini Ernst & Young

1995 – 2002

Now Cap Gemini, CGE&Y was an \$8 billion international management consulting and IT services company in 2002. In 1995, I joined Ernst & Young Management Consulting, which was acquired by Cap Gemini in 2000. Held several client-serving and internal roles, and promoted three times in seven years.

Director of Learning Management

Atlanta, Georgia

- Co-directed the Learning Services organization (learner population of 7000 consultants), including technology, development, delivery, and financial/contract management. Led a team of 16 learning managers (analogous to account representatives for different employee populations). Set and managed learning targets for consultant groups. Direct responsibility for a \$47 million budget. Liaised with learning leaders of European and Asian regions. Led five project teams to transform expensive classroom programs into blended web-enabled/classroom learning (\$5 million annual savings).

Cap Gemini Ernst & Young**Director of Learning Management (continued)**

- Facilitated sessions on the following topics: merger of learning organization with knowledge and methods organizations; collaboration of Staffing, Performance Management, and Succession Management with the Learning process; requirements definition for 5 online learning programs (converted from classroom learning).

Merger Integration: People Strategy Team Lead**Paris, France**

- Selected to join the Cap Gemini – E&Y international merger team in Paris, France. Led team to define an integrated innovative process for the full life cycle of managing the resource capacity for the global consulting practice, using supply chain principles.
- Facilitated sessions with international participants on the following topics: merger of HR organizations in North America, Europe, Asia/Pacific during the merger of the global company. Defining the People strategy for the new global company.

Lead Resource Coordinator**Atlanta, Georgia**

- Managed the internal staffing process for 1200 resources, leading a team of 8-10 direct reports. Worked with client project managers to understand project needs, design roles, and match suitable candidates via the company competency model. The Atlanta office was consistently one of the top 2 utilized offices during this period.
- Facilitated sessions on the following topics: redesign of Staffing Organization to focus on competencies instead of geographies. Requirements definition for new staffing software development project. Process improvement for Atlanta staffing organization.

Management Consultant

- *Eli Lilly Company*: Organizational alignment for the finance organization during SAP implementation. Team lead for change management. Coordinated role development and competency modeling with learning solutions. Managed the project resources responsible for communications. Facilitated sessions on the following topics: role definitions for all employees in the finance organization; SAP requirements definition for finance processes.
- *The Coca-Cola Company*: Designed, developed, and delivered program and project management training and coaching for the “Project Infinity” SAP implementation.
- *Life of Georgia*: Assisted in developing a new market / operations strategy. Facilitated key executive/CEO design sessions to develop supporting processes and roles. Facilitated sessions on the following topics: new strategic direction on how Life of Georgia would go to market, giving the dwindling size of their current market.
- *BellSouth*: Assisted in developing a new wireless product offering. Emphasis on program/project communications, project management, issues resolution.

Oak Ridge National Laboratory**1990 – 1993***(ORNL is a science and technology laboratory managed for the US Department of Energy.)***Technical Writer/Editor,****Oak Ridge, Tennessee**

Contracted through the University of Tennessee, developed software user manuals for the five modules of the *Airlift Deployment Analysis System*, which automated Air Force mission scheduling during the first Persian Gulf War.

Education

MBA, The Wharton School of The University of Pennsylvania **1995**

- Major: Strategic Management
- Secretary, Student Government Class of 1995
- President, Students for Responsible Business
- Selected as group process facilitator, serving as a coach to first-year teams on their team process in Foundations of Leadership
- Electives: Management of Non-Profits and the Arts, Management of People at Work
- *Internship*: Business Planner, AirLeg Inc., Philadelphia, PA. Coordinated the start-up of a medical products firm, including developing business plan, creating internal business processes, investigating and securing suppliers, and acquiring venture financing.

BA, University of Tennessee, Knoxville **1990**

- Major: Expository Writing and Technical Communication
 - Phi Beta Kappa
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Professional Affiliations

- **Organization Development Network (ODN)**
 - **American Society for Training & Development (ASTD)**
 - **Organizational Change Alliance (OCA)**
 - **International Association of Facilitators (IAF)**
 - **Southeast Association of Facilitators (SEAF)**
 - **PowerCore Close Contact Networking**
 - **Toastmasters International**
 - **Society of Human Resource Managers (SHRM-Atlanta chapter)**
 - **National Association of Women Business Owners (NAWBO)**
 - **Professional Women's Information Network (ProWIN)**
 - **Atlanta Women's Network (AWN)**
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Professional Development

- **Intentional Interventions.** Organization Change Alliance education program on organizational development interventions.
- **Facilitated Sessions Leadership.** Advanced techniques in results-oriented facilitation.
- **Myers Briggs Type Indicator.** Qualified to administer and interpret the MBTI. Planning and facilitating customized MBTI workshops on communication and organization issues.
- **Organizational Change Management/Business Change Implementation.** Ernst & Young trainer. Addressing the human factors that are risks to successful implementation.
- **Business Process Modeling.** Ernst & Young certified trainer. Modeling and analyzing business processes, from the highest process level to discrete individual activity.