
Summary of Experience

Ava S. Butler is an innovative yet pragmatic organizational development professional equipped with 15+ years of experience partnering with business leaders of major corporations in various industries throughout the US and Europe to design and manage transformation programs to accelerate major corporate change. She has a strong track record developing and implementing plans that mobilize employees on all levels of the organization to meet ambitious business goals and providing individual coaching to increase leadership performance from CEO to middle and first-line management levels. She has been involved in a wide range of major change initiatives, including ones at Eli Lilly, FedEx, Johnson & Johnson, Energizer, Verisign, Boeing and Tesco. Ava's core competencies encompass Strategic Planning/Implementation, Change Management, Leadership Development/Alignment, Project Management, Organization Design, Talent Management, HR Strategy and Process Management, Team Effectiveness, Communication, and Meeting Facilitation. She has also worked for Placer Dome (acquired by Barrick Gold) as Director of Organization Development and prior to that she was one of the leader's of CapGemini/Gemini Consulting's Change Management (Organization Development) practice. Ava has written numerous articles and authored [Team Think: 72 Ways to Make Good, Smart, Quick Decisions in Any Meeting](#), McGraw Hill, 1996 which was recognized as one of the top 30 business books of 1997 by Executive Book Summaries.

Selected Accomplishments

- Improved the alignment between a global mining company's acquisitions by defining shared goals between geographies & IT, improving communication between functional & shared services teams, and creating a leadership development program which linked to strategic priorities, succession plans, & performance management efforts.
- Developed and implemented an HR plan & processes (recruiting, retention, succession planning, training, and leadership development) for a global manufacturing firm; results included higher HR and employee productivity and better alignment with the business.
- Enhanced a European-based bottling manufacturer's ability to achieve its strategic objectives by implementing program management 'best practices' and metrics, instituting a structured executive steering committee, and coaching the leadership team and program managers on how best to achieve and communicate results.
- Boosted a dairy equipment manufacturer's profitability in a major geographic sales market by 5% through developing a stronger strategic planning process, gaining better alignment with entity partners, re-structuring the group, implementing stronger business measures reporting, streamlining the pricing structure, and developing a sales pipeline.
- Doubled sales of a technology-based communications firm by defining the aggregate value proposition of several recent acquisitions, analyzing the impact related to operations, sales, and marketing, and implementing the agreed upon solutions; the project was featured as a transformation project 'best practice' example in Behnam Tabrizi's [Rapid Transformation: A 90 Day Plan for Fast and Effective Change](#).
- Increased the profitability and productivity of international operations for a major US-based package transport carrier, now ranked #2 in the international marketplace, by developing a new international governance model and creating an extended leadership team (corporate operations, sales, marketing, IT).
- Improved customer satisfaction, customer data management, and communication between five fiercely independent divisions of a leading pharmaceutical company by creating strong executive sponsorship to oversee improvements, leading a cross-division team to align processes, technology, and customer information, and designing an implementation plan, which included a strong change management component.
- Launched and led the Global Change Management Network for a leading global consulting firm; partnered with other thought leaders within the firm to build a common set of tools, methodologies and best practices across countries and their acquired firms and built the global knowledge management system. These efforts improved project effectiveness and helped build the next generation of practitioners.
- Increased the speed from project conception to installation & launch, decreased cost over-runs, & improved market presence for a major European supermarket chain by establishing new goals and measures, creating new budgets and resourcing plans, defining project management 'best practices,' & instituting training for project teams.

Educational Background

Graduate School of Management, New School for Social Research
Bachelor of Social Work, Arizona State University