

**CHRISTOPHER L. FERNANDEZ**

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**OBJECTIVE:**

To help organizational instill skilled flexibility- a capability needed to effectively overcome the challenges brought about by uncertainty and change, and deliver results.

**SKILLS AND COMPETENCIES:**

Consulting and Facilitation, Change Management, Culture Alignment, Talent Development, Analytical Skills.

**EDUCATION:**

**CASE WESTERN RESERVE UNIVERSITY, CLEVELAND, OHIO**

Ph.D. Organizational Behavior, 1988

**GEORGE WILLIAMS COLLEGE, DOWNERS GROVE, ILLINOIS**

MBA. Organizational Behavior

**CERTIFICATIONS:**

Change Management (Prosci™), Balanced Scorecard (Balanced Scorecard Institute), Quality Management System (Juran Institute), Product Management and New Product Introduction (AT&T Learning Center).

**EXPERIENCE:**

**PART-TIME CONSULTANT, MINDFUL OD PRACTICE, AURORA, ILLINOIS (JANUARY 2022- PRESENT)**

Apply Organizational Development and Change Interventions to instill skilled flexibility in organizations so they can respond effectively when faced with uncertainty and change, and deliver results.

**GLOBAL DIRECTOR- ORGANIZATIOAL EFFECTIVENESS, LEARNING AND CHANGE, MAGNETROL INTERNATIONAL INC., AURORA, ILLINOIS (JANUARY 2009-JUNE 2021)**

**Consulting and Facilitation:**

- Refreshed and implemented company Vision, Mission, Values, and Purpose, engaging company executives and front-line managers across global locations.
- Successfully transitioned the company from a top-down driven culture to a culture of collaboration where espoused values came to life.

- Opened up channels of communication within the executive and management teams and across teams through ongoing workshops that delivered needed skills and competencies.
- Established partnerships at all levels for open conversations, input, and feedback. Addressed each interaction with humility and respect for the individual, irrespective of level.
- Gained credibility and confidence of senior leadership, management team, and associates, as a high impact organizational development enthusiast and change consultant.

#### **Culture Alignment:**

- Designed and implemented targeted culture change interventions that Improved information flow and communication patterns across e-levels, the management team, and employees.
- Partnered with HR to integrate culture behavior assessment results with company performance management system to help leverage culture change adoption.
- Conducted yearly global culture assessments, feedback, and dialogue for action towards culture alignment.
- Achieved a 100% improvement in employee engagement and satisfaction index scores over a period of 4 years at company global locations by bringing espoused people-oriented values to life.

#### **Talent Development:**

- Designed and implemented a Leadership and Management Development Institute and refreshed the curriculum to promote skills and capabilities aligned with company Vision, Mission, and Values.
- Skillfully partnered with Human Resources and other functions across business units to identify needs, curate and deliver content developed in-house and by 3<sup>rd</sup> party.
- Successfully delivered people-skills and capabilities to 100% of company leaders, managers, and lead-persons at global locations, with emphasis on skills practice and skills application.

#### **Change Management:**

- Facilitated the people side of change using Prosci™ methods on strategic change initiatives that included both process change – updated systems, as well as culture change.
- Successfully prepared Change Champions and Change Sponsors across business units and levels to skillfully perform their roles for achieving change success.

#### **Analytical Skills:**

- Applied both quantitative and qualitative methodologies to access best available information to surface and articulate assumptions and risks, and make informed decisions.
- Applied data-driven analysis coupled with open system thinking to address business and people challenges, making decision-makers aware of interdependent systems and implications of actions.

## **OTHER EXPERIENCES**

### **Lucent Technology and AT&T:**

Organizational Development Specialist – Managerial Skills Development and Culture Alignment

Product Manager – New Product Introduction, team Integration across organizational functions

### **Benedictine University, Lisle, Illinois:**

Adjunct Faculty – Taught Graduate Level Organizational Development courses between 1985-2022.

### **Volunteer Experiences:**

Board Member, Vanguard Gifted Academy, Batavia, Illinois

Offer Pro Bono OD Consulting with not-for-profit community service agencies

Previous volunteer experiences: International Red Cross, United Nations Development Programs, YMCA, St. Vincent De Paul

### **Hobbies:**

Golf, Swim, Yoga, Walk, Read, Pickleball, Sharing lessons from consulting experiences with professional groups.