

## JOHN BRADLEY IVIE (BRAD)

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### Education and Academic Experience

- **Columbia University**, School of Professional Studies – coursework in sociology (in the School of Arts & Sciences) - began developing thesis in organizational failure (Boeing MAX8 disasters).
- **New York University**, Stern School of Business – Master of Business Administration (MBA) in Marketing and International Management; semester at the **London Business School**.
- **The Johns Hopkins University**, Paul H. Nitze School of Advanced International Studies (SAIS) – Master's Degree in International Economics & European Studies; diploma from **SAIS Europe**.
- **Southern Methodist University** – Bachelor's Degree in English Literature with a concentration in creative writing; a minor in Political Science; semester abroad in Madrid, Spain.

### Work Experience

A results-oriented organizational effectiveness and change management consultant deeply experienced in solution analysis, organizational systems design, change strategy, and program implementation. Deeply experienced in collaborating across functional teams and various organizational levels and in developing and delivering practical project tools and work products. Outstanding analytic and communications skills. A thought leader in organizational transformation methodology.

- **Independent Management Consultant** (2020 – 2021) – Currently leading a change management track to realize desired business value from an enterprise-wide, data-intensive operational system by formulating new employee ways of working specific to the client's operating model. Work products range from defining new work practices to structuring governance.
- **Cognizant** (2018 – 2020) – Sold and delivered organizational change management (OCM) programs for technology transformations. Developed new OCM approaches and tools and hired, trained, and mentored younger team analysts and leaders.
- **Logical Design Solutions** (2002 – 2018) – Managed project teams involved in enterprise programs to transform client business capabilities through digital employee experiences. Industries included financial services, government, pharmaceuticals, and high technology. Developed and presented original methodology addressing business transformation through a focus on “work practices”.
- **PwC Consulting** (2000 – 2002) – Managed organizational change tracks as part of the deployment of enterprise resource planning (ERP) and customer relationship management (CRM) solutions in global enterprises. Industries included entertainment and retail operations.
- **Towers Perrin – Cresap, McCormick and Paget** (1993 – 2000) – Managed organizational design and change projects in a wide variety of industries with a focus on mergers, functional transformation and restructuring, and new venture creation.
- **PA Consulting Group** (1990 - 1993) – Conducted market planning analysis for Fortune 500 companies, primarily in the pharmaceuticals and high-technology industries.

## Professional Experience & Capabilities

### Project examples:

- For several companies in the pharmaceutical industry, led consulting teams in developing and executing change plans for successful business integration and user adoption across multiple functions of a cloud-based enterprise document management.
- Led a series of employee / talent-centered projects for The US Treasury's *HRConnect* line of business, including an internal marketing and communications strategy, digital experience designs, and program rollout of an employee and manager digital platform to five federal agency clients.
- Conducted the research, business design, and requirements definition for an integrated career management program and employee digital experience (including training, mobility) for a Fortune 30 finance company.
- Led the requirements definition and managed design phases for a number of digital employee experience projects with a focus on changing employee mindsets, driving new patterns of behavior, and making culture actionable.
- Led executive organizational, skills, and governance redesign for privately owned high-tech manufacturer.
- Co-led research, analysis, and design for a new digital services business unit of a Fortune 100 telecom company.

### Relevant skills and capabilities:

- Organizational change management, including strategies, detailed plans, and analytic frameworks for adoption influence (work contexts), change communications, and solution training. Developing specific designs and associated collateral for OCM vehicles. Leading change teams, including client mentoring and vendor relationship management.
- Functional transformation methodologies serving Operations, HR, Finance, Marketing & Sales, and IT.
- Analysis and design regarding operating model, organization, processes, and roles (for new organizations and for transformations) – deep experience with technology-driven change.
- Organizational analysis in support of mergers & acquisitions and downsizing.
- Methodologies for restructuring and operational improvements, including skills assessments, work evaluation, and improvement opportunity identification and evaluation.
- Deep experience in working closely with other disciplines in solution definition, including user experience design, content strategy, technology architecture, visual and graphics design, and program management.

### Intellectual capital development:

- Researched and developed innovative, academically grounded methodologies and associated protocols and tools for analysis and definition of new models regarding business and work design and the impact of digital practices and technologies on worker behavior, work design, and human/machine interactions.
- Wrote and presented / published industry-leading perspectives on digital transformation, organizational and workforce impacts, change management, consulting tools, and the employee experience.

### Account and project-related:

- Daily responsibility for business development, project scoping and definition, and proposal / SOW creation.
- Serves in solution leadership role; extensive experience in program and project management.
- Manages accounts in excess of \$2mn per year in revenues with relationships at C- and other executive levels.

### Practice management:

- Core practice leader for recruiting, onboarding & orientation, training, and staff mentoring and performance reviews.