**A Group Resume of Organizational Design Experiences using Jay Galbraith’s STAR MODEL**

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**Strategy - The company’s formula for winning. Strategy specifically delineates the products or services to be provided, the markets to be served, and the value to be offered to the customer. It also specifies sources of competitive advantage.**

* Created new outlets for increased growth potential - BC
* Participated in a design team that developed a new channel strategy by re-segmenting customers and re-aligning company resources - DS
* Developed Partner engagement strategy for Total Cost Management launch on the 787 Program -TS
* Developed global supply chain strategy to ensure product redundancy and business resumption - PM
* Led cross functional teams during acquisition and integration; growth/new product strategy -- PM
* Created an exclusive national conference for top business executives at the headquarters of a multi-billion dollar organization - BC
* Led R&D, market research, and product launch of a scalable, self-service product for an international audience - BC

**Structure - Determines the placement of power and authority in the organization via specialization, shape, distribution of power, and departmentalization**

* Currently leading a personnel reorganization, identifying needs and re-allocating resources to ensure high quality guest service and safety. This will save the organization a minimum of $1 million dollars in labor - JG
* Implemented a centralized/decentralized supply chain structure - PM
* Led cross-functional team on developing strategy to production harden and offload composite technology from internal to external supplier. - TS
* Provided guidance to Director on methods for Industrial Engineer utilization throughout Supplier Management organization. -TS
* Provide detailed capacity/capability analysis of supplier and recommendation of strategic work placement -TS
* Drove the implementation Decision Focus model to enhance decision making and empower lower level decision making - PM
* Led the implementation of and currently manage an HR Shared Services group. This group supports a multi-million dollar organization from a transactional processing perspective - JG
* Led creative teams to create new brands and position for market entry - BC

**Process - The functioning of the organization**

* Developed a change management platform for new corporate headquarters installation/realization working with Conner Partners - PM
* Led collaboration effort with international team to establish RAA Priority/Secondary support requirements to avoid duplication of effort -TS
* Developed a RACI grid to define the working relationships between 2 complementary analytic organizations - DS
* Implemented a compensation strategy which managed labor expenses and provided a structure which maintained consistency at a multi-unit/ multi-state organization - JG
* Value optimization - introduced Lean, Six Sigma and process capability to one division, then oversaw the implementation company-wide - PM
* Rebuilt decaying internal infrastructure for a multi-million dollar organization - BC
* Examined existing business reporting processes and made recommendations to create a more efficient and effective reporting system. - DS
* Oversaw new ERP system (Oracle) implementation - PM
* Key team member to develop 787 Program governing processes for delivering major end items (airplanes) -TS
* Identified and proposed solutions to significant gaps found in IT process to automate part demand ordering in ERPLN system. Resulted in Leadership approving delay of deployment to Partners to develop a comprehensive solution that will be compatible with our future operating platforms -TS
* Led a cross-functional team to document Lessons Learned of the 787-9 Common Architecture organization as we transitioned from a development phase into sustaining production -TS

**Rewards - The purpose of the reward system is to align the goals of the employee with the goals of the organization**

* Led adjustment of organizational structure to align KRA’s and organization milestone to bonus options - BC
* Restructured process for internal, employee recognition program used by 900,000 people monthly - BC
* Acted as an organizational champion for Rewards & Recognition aimed at improving guest service and employee engagement - JG
* Recognize individuals as part of our company wide Recognition Program. Include as part of my annual Performance Management BG&O’s to recognize 4 people a quarter -TS
* Collaborated with cross-cultural team to implement Rewards & Recognition program - PM

**People - This area governs the human resource policies of recruiting, selection, rotation, training, and development**

* Developed and implemented internal leadership development programs for multiple organizations - BC
* Collaborated with external partner to develop a “fast forward” leadership program - PM
* Participated as a mentor in staff development programs - PM
* Worked with top leaders of Fortune 500 organizations to clarify internal values - BC
* Built a community of practice on a foundation of open communication, best practice sharing, and supporting technology - DS
* Implemented “Values based leadership” program using the Holt/Cat (Caterpillar) model - PM
* Led a small team to craft a tool to enable the organization to document Talent Readiness and Succession Planning for a multi-billion dollar organization - JG
* Established and led facilitation of training material to newly developed organization -TS
* Act as mentor and lead to Program Industrial Engineers -TS
* Part of interview panel to bring new IE’s in to team -TS