



Consulting Profile

Sandra Cruz

Principal Consultant, *Unitive*

An end-to-end project life cycle, agile methods, organizational change, communications, global training program and business architecture professional with extensive experience providing global organizations with knowledge and solutions.

Works in program management, advisory capacity and as a team member; combining technical knowledge with business acumen and leadership skills to guide teams of all sizes, along with customers, on a journey that results in both appropriate solutions and enthusiasm for change.

Engages with all levels of the organization using 20+ years experience researching, applying and guiding others on how to successfully apply Agile methods. Leads multinational teams in designing, delivering and supporting business, IT and training solutions. Utilizes stakeholder management, mentoring and strong communications skills to manage and deliver quality programs that exceed expectations.

KEY STRENGTHS

- Intimate knowledge of Agile methods, from their infancy, and ability to guide teams on how to best tailor frameworks, methodologies and processes to best suit the needs of their program, project and customer
- Organizational change expertise ensuring implementations are successful due to uptake, not just delivery - managing sponsorship, stakeholders, resistance, transitions, communications and training
- Senior leadership experience bridging technology and business to bring vision to reality
- Global leadership embracing cultural differences, time zone challenges and varied business priorities
- Coaching, mentoring and training all levels of management in change enablement skills
- Business architecture strengths in designing governance models, methods and processes
- Stakeholder management strengths ensuring a clear vision, sponsorship and commitment to initiatives
- Business process improvement and redesign skills enabling systems and users to work in harmony
- Strong project management skills, managing multiple projects with tight time-frames
- Passionate and effective training delivery professional with 20 years experience in designing and delivering face-to-face training and 10 years in virtual delivery
- High emotional intelligence with the ability to communicate effectively across diverse audiences

INDUSTRY EXPERIENCE

- Financial Services, Manufacturing, Resources, Government & Defense, Telecoms, Education

FUNCTIONAL AREAS

- Office of Innovation, Consulting, Architecture, Global Business Solutions and Implementation Teams

REPORTED TO

- Chief Officer of Technology & Innovation, Director of HR - Organizational Development, VP of Global Business Services and Head of Consulting & Architecture

LOCATIONS

- Australia, USA, Mexico, Belgium, Scotland and with people all over the world every day