

Tina K. Carey

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Change Management & Organizational Development Expert

An innovative leader and facilitator, specializing in understanding and maximizing the human potential within organizations through quantitative as well as qualitative analysis and creative problem solving. Successes range in scope from high performance work systems implementation to business downsizing and site closures. Creates and utilizes dynamic problem solving and communication skills for leaders and facilitators.

Strengths

- ? Dynamic, visionary leader with experience directing all functional areas within high-performance, change focused environments;
- ? Creative, customer-oriented professional with broad-based expertise and demonstrated success in driving consensus on complex issues among diverse groups.

Internal/External Consulting	Organizational Resilience
Leadership Development	Executive Coaching
Training/Group Facilitation	Change Management
Traditional/Team-based Environments	Manufacturing/Service/ IT Industries

Experience

Tina Carey & Associates - Organizational Development Consultant 1995 to Present

Tina Carey offers a unique set of services and signature programs created to empower organizations to exploit new opportunities and capitalize on the highest potential for growth in the midst of change.

Representative Clients:

- ? **Avery Dennison**
 - o Served as Interim Director of Worldwide Business Transformation (Change Management for Peoplesoft Implementation);
 - o Served as Interim Director of HR for the research center;
 - o Facilitated sessions focused on development of an internal values and ethics organization;
 - o Provided support and facilitation for strategic planning, performance management and change management;
 - o Served as facilitator for top line growth initiative for the enterprise;
 - o Facilitated top leadership meetings and served as executive coach;
 - o Created success templates and feedback reports;
 - o Thought partner for various domestic and international business units.
- o **Wilshire Oncology Medical Group**
 - o Directed vision and mission planning for leadership team
 - o Developed and delivered communications framework for specific offices;
 - o Facilitated strategic planning sessions, provided ongoing executive coaching.

- **City of Torrance**
 - Facilitated team building sessions to create more cohesive departments;
- **Riverside Community Hospital**
 - Facilitated strategic planning and team building sessions for Auxiliary;
 - Developed and implemented communications framework program.
- **Pillsbury**
 - Developed and delivered leadership training and coaching programs;
 - Conducted diversity training.
- **Aaron Brothers**
 - Executive coaching and management consulting;
 - Developed and delivered proprietary organizational resilience program.
- **Pomona Valley Hospital Medical Center**
 - Developed and delivered leadership development and coaching program for all management from CEO to first line supervisors.
 - Conducted career coaching and executive coaching for key employees
- **City of Diamond Bar**
 - Conducted management vision setting program;
 - Facilitated the integration of an city vision, mission and action plan with all employees.
- **City of South Gate**
 - Conducted visioning session for management and leadership team;
 - Developed/delivered diversity training and harassment prevention program.

Avery Dennison

1969 - 1995

Held fifteen successive positions during a twenty-seven year career. These roles spanned a series of promotions including that of production control manager, plant superintendent and plant manager for Avery's largest facility. Key successes included:

- Developed a state funded basic training program for hourly employees.
- Developed and implemented work cell systems within a manufacturing environment cutting throughput time from two weeks to eight hours.
- Led the pilot site for Ergonomic training for Avery Dennison.
- Led two major business transition projects resulting in successful plant closings with no business interruptions;
- Led implementation of ERP system for Industrial Products Division.

Education

B.S. in Organizational Management from the University of La Verne.
Graduate of UCLA Anderson School of Management's Executive Program

Professional distinctions

Former Vice Chair of the Literacy Network of Greater Los Angeles
Current Director. Board of Directors, Angeles Community Counseling Center, Monrovia, CA
Recipient of Medal of Excellence from Women at Work in Pasadena, CA
Recipient of Silver Cross of Merit from Order of St. Stanislas