

LORRAINE CREGAR, PMP®, SAFe® 4 Agilist

Randolph, NJ ♦ c.973.202.5097

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ORGANIZATIONAL CHANGE MANAGEMENT LEADER

Engaging, enabling, and strategic organizational change leader delivering enterprise-wide transformation of people, process and systems that meets business objectives by advocating for the people affected by change; partnering with executive and functional leadership; delivering best practices to embed new behaviors and skills.

PROFESSIONAL EXPERIENCE

CREGAR CONSULTING

2023 - PRESENT

Principle

Assisting organizations to realize their change vision by assessing where they are today and where they want to be tomorrow. Skilled in various organizational change management frameworks, including Prosci's ADKAR model.

COVANTA, MORRISTOWN, NJ

2022 – 2023

Senior Manager, Organizational Change Management

Directed the organizational change management and communication as part of IT's program management office. IT-based enterprise-wide initiatives included:

- Program launching new digital experience for 2,400 employees, including the rollout of 2,400 new Surface laptops, move to Teams for Voice, and to OneDrive for cloud services

BRISTOL MYERS SQUIBB, PRINCETON, NJ

2021 – 2022

Change Management Lead

Enabled the transformation of two projects for the company's information technology function:

- Developed change program and communications for a redesign of the process digital capability managers used to support their applications with the consolidation of support to a single managed service provider
- Ran the change and education program for a cyber and data enablement program including planning virtual pop-ups with international global supply organizations to improve cyber security practices at international manufacturing sites

JOHNSON & JOHNSON, NEW BRUNSWICK, NJ

2019

Global Change Manager

Enabled the transformation of three projects for the company's enterprise-based indirect procurement function:

- Developed change program for Planisware, a portfolio management solution, replacing disparate systems, processes, and tools and eliminating 80% of the manual work for 100+ project and portfolio managers
- Planned change activities for Amazon Business pilot, with 30+ employees of medical device division, to expand access to external marketplaces while reducing the use of corporate credit cards to purchase not available from normal supplier channels

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PROFESSIONAL EXPERIENCE (cont.)

HONEYWELL INTERNATIONAL, MORRIS PLAINS, NJ

2018 – 2019

IT Change & Learning Leader

Guided organizational change management work and communication for enterprise transformation within IT, including a process and governance oversight framework and integration of the project management and organizational change management processes.

MONDELEZ INTERNATIONAL, EAST HANOVER, NJ

2013 – 2018

North American Change & Transformation Manager

2015 – 2018

Conducted change management activities during transformational projects within the human resources function for the North American business of the owner of the Nabisco and other packaged-goods brands:

- New plant time and attendance system, impacting processes (scheduling, timekeeping, payroll) and culture, resulting in \$3.1mm in annual saving
- Shifted employees to a self-service model for HR services as part of the right-shoring of HR tasks to Costa Rica and Manila service centers

BPE Global Change Manager

2013 – 2015

Led change management activities during enterprise-based transformational projects within the integrated supply chain, sales and finance functions:

- Defined a 10-member change team (roles, responsibilities, etc.) to execute the change strategy for restructure of the global supply chain function expected to deliver \$1 billion for reinvestment
- Managed the change for North American finance department's financial reporting calendar conversion and its impacts on other functions (e.g., finance, sales, demand and supply planning, marketing, etc.)
- Directed the change strategy and execution for a new trade planning system and shared service organization for the Canadian sales team, recouping lost trade deductions of \$20mm

THE ABREON GROUP, PITTSBURGH, PA

2011 – 2013

Organizational Change Management Consultant

Provided organizational change management leadership to clients during enterprise-based SAP implementations in the gas and oil refining and transportation infrastructure industries:

- Led teams to develop and execute change management strategies, engaged leadership in the process, ensured sustainability post-implementation, and planned and executed communication activities
- Established a formal process, with templates to identify change impacts and risks and communication planning, and executed actions to address impacts and mitigate risks

EDUCATION & CERTIFICATIONS

Project Management Institute • Project Management Professional (PMP), SAFe 4 Agilist

Fairleigh Dickinson University • Madison, NJ • MA in Organizational and Corporate Communication

Thomas Edison State College • Trenton, NJ • BS in Business Administration/Marketing

Vector International • Certified Lean Six Sigma Green Belt

AFFILIATIONS

Project Management Institute • Member/International and NJ Chapter