

Heather Hollick

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*Business Transformation — Program Leadership — Technology Implementation
Team Development — Vendor Relationships — Organizational Effectiveness*

- More than 20 years experience in leadership positions spanning full-time and consulting roles ranging from IT to human resources to start-up operations.
- Built and led multiple teams in IT, service delivery and end-user support.
- Established and delivered project portfolio management for multiple large enterprise organizations.
- Successfully delivered large-scale, multi-country, multi-site projects.
- Effective at leveraging outsourcing partners to deliver increasing levels of service.
- A keen ability to influence across organizations.
- Influence and accountability at COO and CIO levels.
- Able to build new organizations and coalesce new teams in the face of rapidly adjusting project priorities.
- Accomplished presenter and speaker.
- Experience in public, private, domestic and global companies in multiple industries.
- Mentor and coach for many high potential people.

CAREER HIGHLIGHTS

Rizers, Inc. 2007 – Present
Founder

Currently developing the business plan and foundation for a web-based career management site and community. Building upon the explosion of social networking to harness the self-organizing behavior of the social web and amplify the impact of a small number of career coaches, enabling a broad array of ambitious professionals to accelerate their careers.

Department for Work and Pensions (DWP) — United Kingdom 2005 – 2006

The DWP comprises seven major public agencies employing more than 120,000 people. Its outsourced IT suppliers encompass more than 6,000 employees. Worked as an independent consultant alongside CapGemini to deliver IT outsourcing transformation.

Head of Operations – Service Delivery

- Led the development of a senior leadership team. Accountabilities spanned manager development, coaching, organizational design, hiring, and process improvement.

Head of Corporate Infrastructure Delivery

- Created a new project delivery organization to maintain department accountability while project responsibility was transferred to fully outsourced IT providers.
- Managed more than 200 employees through a downsizing effort to a team of 20.
- Accountable for a project portfolio of more than £60M (\$110M) funding 10 major programs and touching more than 2,000 sites.
- Project oversight included an upgrade of more than 160,000 PC laptops and desktops from Windows 2000 to XP. Over 95% of the machines were upgraded remotely with no human intervention. Active roll-out was completed in 9 months with absolute minimal disruption.

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CAREER HIGHLIGHTS (CONTINUED)

Cisco Systems — San Jose, California 1999 – 2004

Program Manager / Consultant – HR Shared Services 2003 – 2004

- Led an international business process team to develop an outsourcing strategy for global HR Services. Provided thought leadership and program structure to deliver a model that integrated organizational design, an innovative approach to vendor management, highly leveraged technology and well-defined vendor management roles.

Program Manager / Internal Consultant – IT Infrastructure 2001 – 2003

- Developed the business case, secured sponsorship and led an initiative to dramatically improve project success. Influenced across a 600 person organization to build relationships, create processes and implement organizational structure for project portfolio management. Consolidated over 500 projects down to 20 key initiatives and less than 80 ancillary projects. Enabled IT leadership to proactively manage employee workload, optimize project resources, and greatly improve project completion rates.
- Defined and implemented effective program management as a part of a comprehensive solution to ensure successful projects.
- Established a Program Management Office for key programs. Held project owners accountable for key performance indicators, advised project managers on effective project planning and delivery, and mentored program managers on critical projects.

Manager, Windows Hosting Services – IT Infrastructure 2000 – 2001

- Identified and filled a gap in enterprise application infrastructure by creating a support team around the Microsoft Windows platform. Led a team of system administrators supporting more than 1,000 Windows NT and Citrix servers. Liaison between IT infrastructure and application development teams for change management, release planning, capacity planning and emergency maintenance services.
- Designed and implemented a three-year, \$3.6 million alliance with Microsoft Consulting Services that provided four full-time Microsoft engineers on site. Defined services to provide premier support and a conduit to product services and development at Microsoft.

Senior Project Manager, NT Operations– IT Infrastructure 1999 – 2000

- Salvaged several critical projects.
- Extensive recruiting for new top talent.
- Served on several post-merger integration teams. Adopted Cisco's world-class acquisition integration methods.

Exodus Communications — Santa Clara, California 1999

Manager, Network Operations

- Led a team of 10 on all aspects of network and server operations in a rapidly expanding company of 1,300 employees and 26 locations.

International Network Services — Northern California 1998 – 1999

Consultant

- Led high profile projects, including leading a team of 12 on a 2-month project that developed a blueprint to migrate 2,500 Novell servers to Microsoft NT within 3 months.

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CAREER HIGHLIGHTS (CONTINUED)

Delta Dental of California — San Francisco 1997 – 1998

Manager, Desktop and Server Support

- Managed a team of eight to provide all end-user and back-end server support for 2,200 employees.
- Substantially improved serviced levels and introduced processes to sustain improvements. Reduced and maintained open help desk tickets from over 500 to a sustainable level under 50.

United Healthcare — Colorado, New Mexico, San Francisco 1989 – 1997

- One of four core Program Managers responsible for opening a new health claims processing center for 300 employees in Albuquerque. The office went from conception to fully functional in eight months, capable of handling 40,000 health claims and 20,000 customer services telephone calls per week. Established all support services including Mail Room, Audit, Training, and Computer Services.
- Led the development of database information systems that significantly enhanced the ability of local management teams to drive performance. Deployed systems to several regional claims processing centers.
- Managed field support for five remote offices serving more than 750 employees. Led team of seven with employees in San Francisco, Denver and Southern California.

High School and College Instructor — Indiana, Colorado 1982 – 1989

- Taught high school and college mathematics, including courses in calculus, linear algebra, pre-calculus, college algebra, trigonometry, and physics. Refined the art of communicating complex ideas to any audience.

QUALIFICATIONS

MBA, Haas School of Business, University of California at Berkeley 2004
President, MBA Association

M.S. in Applied Mathematics, Purdue University, West Lafayette, Indiana 1986
Extra courses in philosophy and computer science

B.S. Major in Mathematics, Minor in Physics, Huntington University, Indiana 1982
Graduated Magna Cum Laude; Alpha Chi Honor Society; President, Student Union

Stanford Advanced Project Management Certification 2004
Stanford Center for Professional Development

Member: Project Management Institute