

Leadership and Organizational Consultant, Executive Coach

Accomplished consultant with extensive global experience developing world class leadership talent and organizational culture, aimed at accelerating organizational performance and business growth. Recognized for leading global innovative talent and leadership programs with strong business impact. Result driven, dynamic change catalyst with expertise in cross functional collaboration.

Core Competencies

- **Change and Transition Management**
- **Senior Leadership Development**
- **Group Facilitation**
- **Post-Merger Culture Integration**
- **Employee Engagement**
- **Executive Coaching**

SHECHTERMAN CONSULTING

March 2018- Present

Steering organizational change and leadership development for global Hi-tech companies and non for profits organizations.

SYNCHRONOSS, Waltham, MA

February 2017- February 2018

Synchronoss (www.synchronoss.com) provides essential software solutions and platforms for Service Providers and Enterprise. The company generates around \$800M in revenue annually. On January 2017, Synchronoss acquired Intralinks.

Global Organizational Development Director

Nominated by the HR Executive Vice President to lead the post-merger acquisition cultural transformation of the two merged companies, while creating state-of-the-art culture, leadership and talent strategy. Member of the global HR leadership team.

- Redefining new joint company culture, while working closely with the executive team.
- Redesigning the global performance management process towards a more frequent process, focused on the quality of dialogue between managers and employees, enabling flexible annual goal setting process which aligns with evolving business dynamics.
- Developing a Learning and Development global infrastructure which includes course curriculum, frameworks, tools, resources and systems.
- Managing a team of Learning and Development professionals.

INTRALINKS, Waltham, MA

January 2016 – January 2017

Intralinks (www.intralinks.com) is a leading global technology provider of beyond the firewall collaboration solutions. The company generated around \$300M in revenue annually when it was acquired by Synchronoss.

Global Organizational Development Director

Hired by the HR Executive Vice President as a key player in CEO'S plan to become \$1B company and align the company leadership and talent with the new strategic direction. Oversight of all Learning and Development activities in 20+ countries globally with 900+ employees. Member of the global HR leadership team.

- Created a Learning and Development global infrastructure which included programs, courses, workshops, tools and resources with 75% employee participation (unique users) and a high satisfaction rating (4.4 out of 5).

- Redesigned the global performance management process towards a more frequent process, focused on the quality of dialogue between managers and employees, enabling flexible annual goal setting process which aligns with evolving business dynamics. The new process was adopted by 75% of the employees.
- Lead the configuration and implementation of the new Talent and Performance Module on the new HR IT system (Workday).
- Led a strategic process to redefine the company's leadership competencies and development programs on the path to becoming a great place to work and an exceptional opportunity for leadership development.
- Initiated and led global high potential leadership program, which was later expanded to include the Synchronoss leaders as well.
- Coached and developed company leaders on building their leadership capacity.
- Created a Human Resources training course for HR business partners to build their Organizational Development skills.
- Led a small team of Learning and Development professionals.

INTEL, HR, Enterprise Talent

2008-2014

Intel is the world's largest and highest valued semiconductor chip maker. The company generated around \$59B in revenue annually.

HR Learning and Development Program Manager, Europe (19,000 employees), 2012-2014

- Led global management and leadership development programs.
- Developed and deployed Intel's "Collaboration" process intervention to promote cross-functional collaboration between divisions. This solution was applied globally across Intel.
 - Delivered OD intervention process, providing tools and job aids.
 - Facilitated team interventions.
 - Provided managerial coaching and guidance.
- Managed the learning operation team.
 - Managed a team of 5 experienced training specialists.
 - Oversaw all learning and development operations across Intel Europe.

Site Learning and Development Manager (8500 employees), 2011-2012

- **Led Intel Israel top talent high impact leadership program- "Polaris"**, aimed at creating 2020 leadership site bench.
 - Managed yearlong blended learning and development experience, aimed at growing participant's leadership capabilities, focusing on building courage, agility, collaborative approach and strategic business acumen.
 - Promoted the creation of a strategic business site impact due to action learning methodologies application.
- **Learning and development manager**
 - Managed a team of 7 employees to plan, design and deploy all Intel Israel's OD and learning programs.

Learning and Development Consultant (2500 employees), 2008-2011

- Acted as a primary link between senior business stakeholders and business HR partners to identify priorities and deliver organizational requirements across the full range of learning, Leadership, and OD expertise.
- Managed all factories' management development activities, through close partnership with factory leadership team to enhance organizational effectiveness and health.

Organizational consultant (freelancer)

2007-2008

Engaged with 2 leading Israeli retail companies (DIY chain and urban grocery store chain) to act as a senior consultant through OD interventions, organizational design, workshop facilitation and leadership coaching.

Tandem Consultants LTD.**2000-2006****Senior Organizational Consultant**

Led consulting teams through organizational changes and performance improvement processes.

- Coached senior managers.
- Supervised 10 consultants through assuring guidance, offering mentorship and conducting performance improvement.
- Conducted workshops and courses on management, sales and customer service.

Early Career**Israeli Parliament, Parliamentary Assistant, Israeli Knesset****1996-2000**

Supported myself through university studies with a full-time job managing Parliament member office operations, government communication, and acting as spokesperson.

Israeli Anti-Cancer Association, Regional fund-raising manager**1995-1996****Pilat Ltd, HR Diagnostics Expert****1993-1994****HR Diagnostic Expert, Israel Defense Force (IDF)****1992-1993****EDUCATION**

WILLIAM JAMES COLLEGE, Newton, Massachusetts

Graduate Certificate in Executive Coaching, 2017- 2018

“GEVIM” COLLEGE, Tel Aviv, Israel (Leading College for professional mediation certification studies)

Certified mediator, 2011

BUSINESS SCHOOL, HEBREW UNIVERSITY, Jerusalem, Israel

MBA, Organizational Behavior and Marketing dual concentration, 1999

HEBREW UNIVERSITY, Jerusalem, Israel

B.A. in Business administration, communication and journalism, 1997

AWARDS

1. **Intel HR division excellence award:** “Polaris” program was acknowledged globally as a role model for HR as a strategic partner & future capabilities builder.
2. **Intel Global Factory excellence award** for outstanding management learning program for mid-management
3. **Intel Factory excellence award** for new technology start-up training, design, and execution.
4. **Intel Factory recognition** for outstanding HR support through war crisis.

Fluent in English, Russian and Hebrew