Lead Live Learn, LLC

Celina Mattocks Portfolio

National Ship Building Company
Fortune 500 Subsidiary Company, Large Cap

Annual Revenue – $28 Billion

No. of Employees – 43,000

Project Purpose – Prepare a change impact assessment and project management strategy for upgrading their IT systems in the context of a merger

Training / Change Scope – $250K

Change Work – Develop and present to leadership the training strategy and communications strategy for upgrading their enterprise reporting system (ERP)

Level of Organization – Org-wide (IT)

Project Outcome: Upgrade determined a no-go based on the findings of the change impact assessment and change management level of effort required.

Regional Energy & Utilities
Fortune 500 Public Company, Large Cap

Project Outcome: 80% of the IT organization certified in Azure 900- Cloud Fundamentals, evergreen Cloud Learning Center for Training Resources, Live Developer portal for Architects, Security Teams & Full Stack Engineers

Annual Revenue – $11.9 Billion

No. of Employees – 10,680

Project Purpose – Develop and deploy an internal developer cloud portal that streamlines security and code build for all technical systems

Change / Training Scope – $1.7MM

Change Work – Use Agile methodologies to train the project team and Cloud Hackathons to educate the organization on cloud and security fundamentals

Level of Organization – Org-wide (IT)

Regional North American Rail Transportation
Public Company, Large Cap

Annual Revenue – $12.12 Billion

No. of Employees – 19,600

Project Purpose– The purpose of the project was to align the 500+ IT department around a single strategy

Change / Training Scope – $1.5MM

Change Work – Develop career pathways, define emerging roles and migrate employees

Level of the Organization – Org-wide (IT)

Project Outcome: New career paths defined for more than 500 employees with two tracks (management or specialized), and individualized learning plans to progress employees from novice, intermediate and advanced through promotion.

Note: Work performed by Founder while employed with an organization. 2025 company demographic data.

Global Technology System Integrator
Fortune 500 Public Company, Large Cap

COVID-19 Safety Protocol

**Annual Revenue** – $64.9 Billion

No. of Employees – 774,000

Project Purpose- The purpose of the project was to keep employees safe during COVID by providing office protocols and managing HR cases

Change / Training Scope –$1.65MM

Change Work – Communicate to all Employees and Workplace Professionals expectations and system instructions, develop and deploy learning board

Level of the Organization – Enterprise-wide
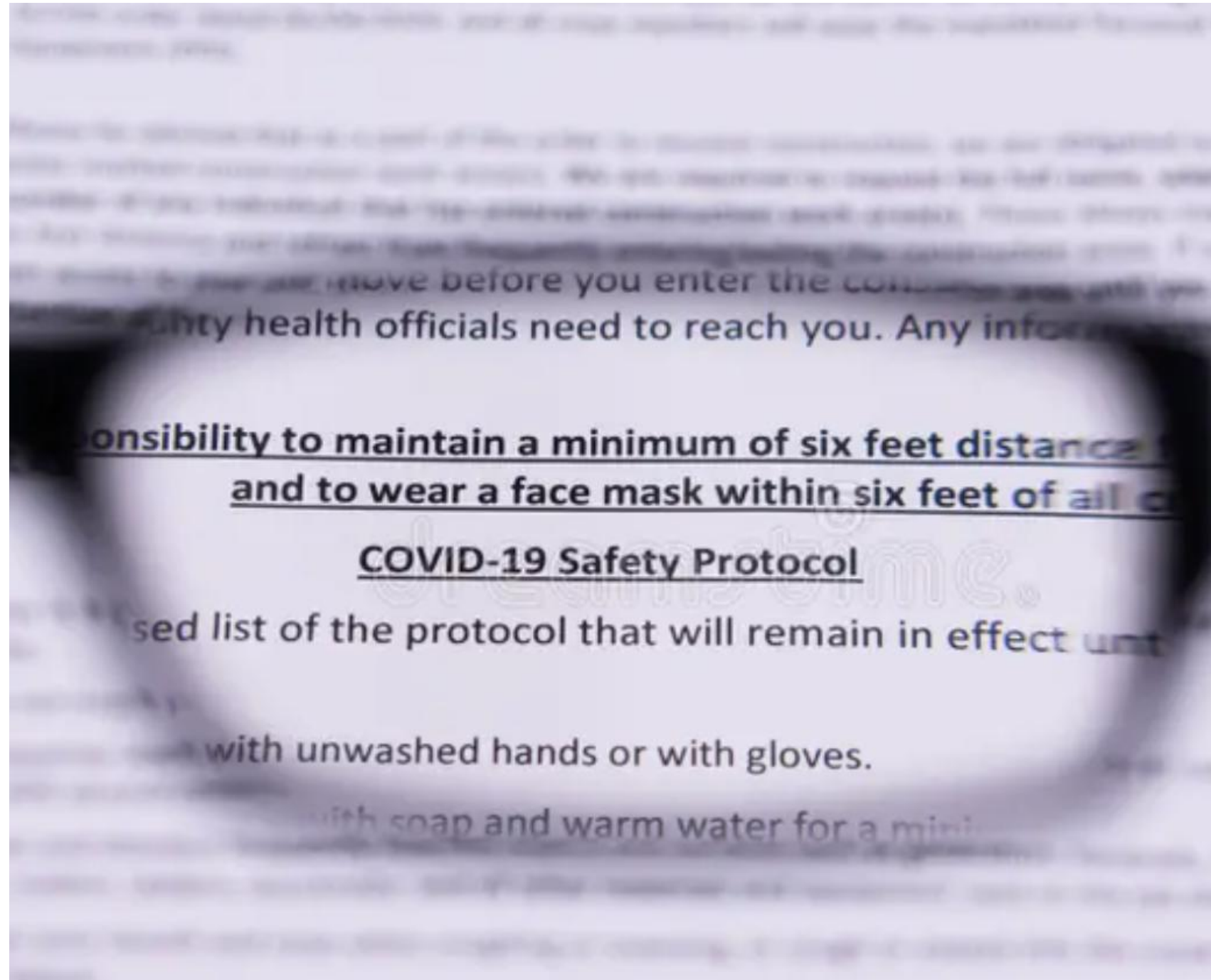
Project Outcome: Centralized communications hub for return to work authorization, vaccination records and more than 100,000 learning modules completed.

Note: Work performed by Founder while employed with an organization. 2025 company demographic data.

Life Sciences / Bio Pharma Research Company
Fortune 500 Company, Large-Cap

Annual Revenue – $48 Billion

No. of Employees – 34,000

Project Purpose – Operating Model Re-design

Training / Change Scope – N/A – MD&I Advising

Change Work – Provide options for Centralized (shared), Center-led (federated) and Decentralized (distributed) design drivers

Level of Organization – VP Level, Leadership

Project Outcome: Options provided to client for restructuring their corporate headquarters quality assurance teams.

Global Home Products Manufacturer
International Company, Mid-Cap

Modern

Project Outcome: *New Strategy, Structure, Processes, Hires, and Rewards defined in the blueprint to be applied to all 20+ North American facilities.*

Annual Revenue – $3.8 Billion

No. of Employees – 5,800

Project Purpose – Operating Model Re-design for North American Plants

Change / Training Scope – $250K

Change Work – Conduct joint workshops with Global, Regional and Local business representatives with HR to assess plant capabilities and develop new organizational structure, using Galbraith STAR Model

Level of Organization – C-Suite, Leadership

Regional Telecommunications
Fortune 500 Subsidiary Company, Large Cap

Annual Revenue – $13.1 Billion

No. of Employees – 16,000 – 20,000

Project Purpose – Migrate all employees across three companies to a new Human Capital Management system for payroll, time tracking, benefits and learning

Change / Training Scope – $500K

Change Work – Conduct a change impact assessment, develop and deploy executive, manager and frontline focus groups and design/user testing sessions

Level of Organization – Enterprise-wide

Project Outcome: "Voice of the Customer" included in the go-live design and build of the new HR portal. Training and Communications were tailored to meet various group needs.

National Higher Education – Facilities Mgmt
Private Academic Institution

Project Outcome: *Grew Learning & Development team and expanded services as part of HR focused on 200+ facilities professionals and faculty/staff.*

Annual Revenue - $937 Million

No. of Employees – 1,600

Project Purpose – Provide Professional Development services and Training for Facilities professionals and faculty and staff across five colleges.

Change / Training Scope– $50K

Change Work – Develop and facilitate employee onboarding, certification renewals, and DDI courses for individual contributors and managers.

Level of Organization – Org-Wide (Facilities), Enterprise-wide

Note: Work performed by Founder while employed with an organization.

North American Software and Telecommunications
Private Subsidiary Company

Annual Revenue – $6.5 Billion

No. of Employees – 19,000

Project Purpose– The purpose of the project was to migrate the enterprise to a new Human Resources (HR) system

Change / Training Scope – $250K

The Work – Develop the protocol instructions for employee time & attendance tracking across all countries and 12 languages

Level of the Organization – Enterprise –wide

Project Outcome: Employee resources and training provided for more than 15,000 people at go-live for new system currently in use today

Global Airplane Manufacturer
Fortune 500 Public Company, Large Cap

Annual Revenue – $66.52 Billion

No. of Employees – 172,000

Project Purpose – The purpose of the project was to upgrade the enterprise IT system

Change / Training Scope – $1.4MM

Change Work – Develop Instructions and Videos on using the new process and HelpDesk System

Level of the Organization – Enterprise-wide

Project Outcome: Process Documentation and videos provided to all Information Technology (IT) employees as part of global rollout.

Regional Digital Marketing and Advertising
Private Company

Annual Revenue – $9.1 Million

No. of Employees – 20

Project Purpose – Prepare Vice President to Assume Top position within 3-5 years

Training / Change Scope – $15K

Change Work – Conduct a Skills/Gap Assessment (top down and self-assessment, develop and deploy custom 1-year training plan with dashboard and quarterly coaching

Level of Organization – C-Suite, Leadership

Project Outcome: 100 hours of learning assigned to VP to address areas of skill development required for top leadership position. Metrics show advancement of skills in all domains.