



Celina Mattocks

Portfolio of Change Management
Advisory & Consulting



Lead Live Learn, LLC

<https://leadlivelearn.com/>

Global Home Products Manufacturer

International Company, Mid-Cap



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

National Ship Building Company

Fortune 500 Subsidiary Company, Large Cap



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

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)

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

Regional Digital Marketing and Advertising

Private Company



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.

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

Regional North American Rail Transportation

Public Company, Large Cap



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.

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)

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

Regional Telecommunications

Fortune 500 Subsidiary Company, Large Cap



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.

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

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

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)

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

Global Technology System Integrator

Fortune 500 Public Company, Large Cap



Annual Revenue – \$64.9 Billion

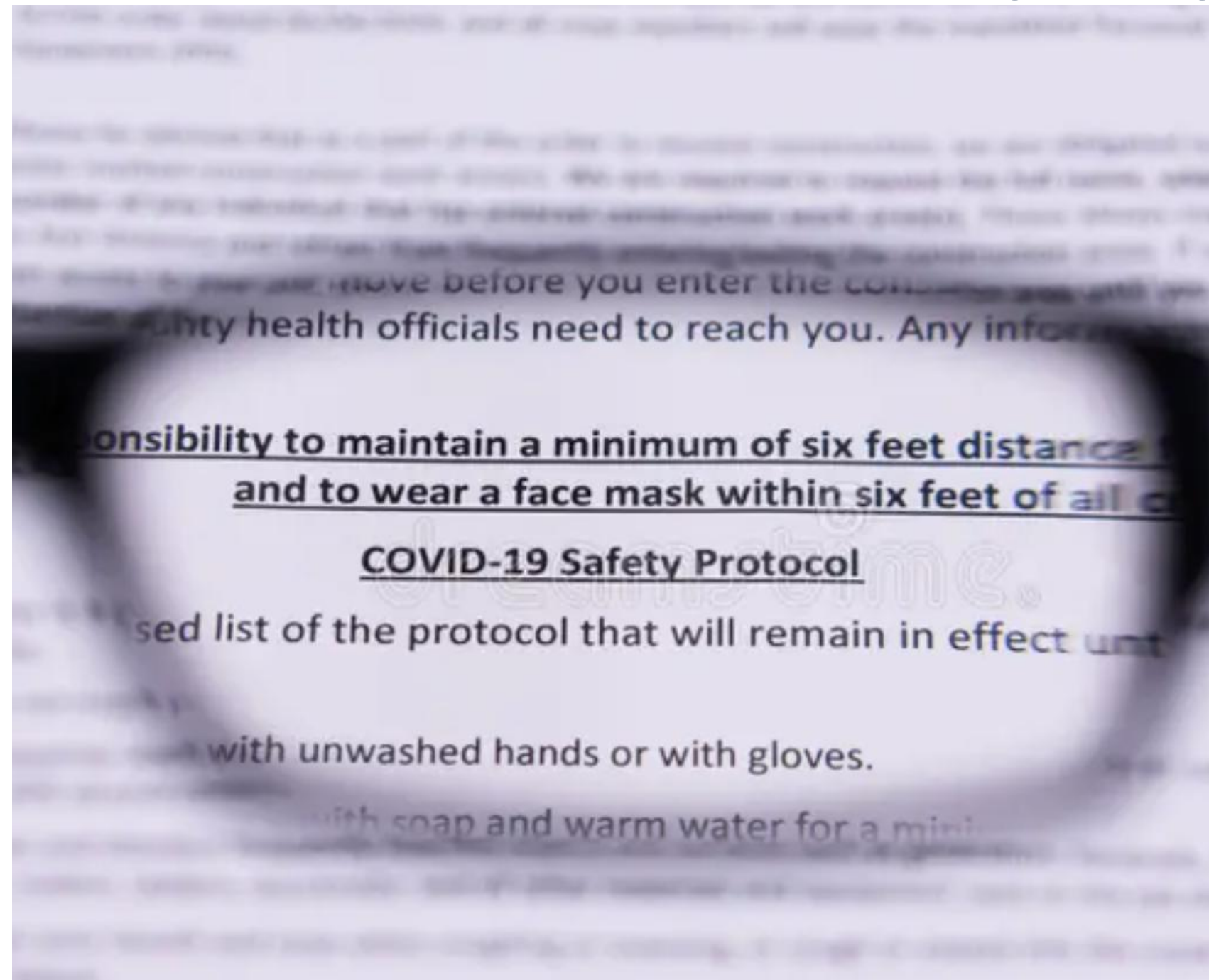
No. of Employees – 774,000

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.



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



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

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

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

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.

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