

Christina T. Schlachter, Ph.D., SHRM-CP

Change Leadership | Organizational Effectiveness | Talent Development | Workforce Capability

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EXECUTIVE SUMMARY

Organizational Effectiveness executive with twenty years leading enterprise transformation and organizational change across Fortune 500 organizations. Trusted partner to executive leaders, delivering AI-enabled workforce strategy and organizational effectiveness initiatives that have improved change adoption by 30%, engagement by 40%, productivity by 30%, and leadership capability across complex organizations.

CORE COMPETENCIES

Organizational Effectiveness | Organizational Design | Enterprise Transformation | AI-Enabled Workforce Strategy | Workforce Planning | Executive Facilitation | Executive Development | Change Leadership | Talent Development | Strategic HR Business Partnership

PROFESSIONAL EXPERIENCE

Workforce Transformation Leader

Boulder County and DRCOG | Boulder, CO | 2024 - 2026 (Fixed-Term Grant)

- Partnered with executive leaders, workforce boards, and regional stakeholders to build governance, operating models, and organizational capabilities across five counties and forty-plus organizations.
- Led operational transformation of a \$5M+ regional workforce system for construction and skilled trades, aligning service delivery, employer demand, and training pipelines.
- Designed AI-enabled statewide workforce pathways and capability frameworks supporting an estimated 3,600 workers in the building decarbonization sector.

Founder and Principal Organizational Effectiveness Consultant

Independent Consulting Practice | Thousand Oaks, CA and Denver, CO | 2008 - 2024

Founded and led an organizational effectiveness consulting practice serving Fortune 500 clients, including Oracle, Amgen, Intuit Payroll, Thermo Fisher Scientific, Roche, and Capital Group, across biotechnology, healthcare, technology, and financial services. Advised executives across thirty-two engagements over sixteen years. Examples engagements include:

- Led workforce readiness, organizational change, and communications for enterprise HCM/ERP implementations for Oracle, SAP, and Workday, managing a team of eleven consultants across concurrent transformations.
- Designed leadership development programs, 360-degree assessments, and executive coaching for Director-level leaders at global life sciences organization, improving time-to-competency by 15%.
- Built change management and measurement frameworks with Financial Services and Energy & Utilities organizations, increasing engagement by 40%, productivity by 30%, and reducing cycle time by 10%.
- Served as fractional HR Business Partner for Biotechnology and SAAS companies, leading workforce planning, employee relations, and structured onboarding program design.

Organizational Effectiveness and Organizational Change Management Director

Aon | Lincolnshire, IL | 2004 - 2008

- Led Lean Six Sigma and organizational change management functions for global business units; mentored a team of 14 Lean Six Sigma Black Belts.
- Standardized workflows and built executive dashboards, reducing coordination time by 50% and time-to-insight by 30%.
- Facilitated cross-functional working sessions across operations, finance, and technology to resolve process gaps.

EDUCATION AND CREDENTIALS

Ph.D., Human and Organizational Behavior, Fielding Graduate University

M.A., Education and Learning Technology, Stanford University

B.B.A., Marketing and Finance, University of Miami

Certifications: SHRM-CP, Lean Six Sigma Master Black Belt, Korn Ferry 360, PROSCI, Kotter

AI AND TECHNOLOGY

Prompt Engineering, AI Workflow Design, Knowledge Management, ChatGPT, Claude, Microsoft Copilot, AI Agents, GitHub, Notion, Microsoft 365, Power BI, Oracle ERP, SAP, Workday

INDUSTRY EXPERIENCE

Biopharmaceuticals, Life Sciences, Financial Services, FinTech, SAAS, Technology, Energy and Utilities, Public Sector