

Stacey Young

Senior Consultant



Implementation Institute
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Stacey Young has 10 years of experience working with organizations leading a wide range of projects covering strategy execution and measurement, organizational alignment, talent optimization, change management, cultural transformation, and acquisition integration. She has held internal and external consulting roles working with many industries, including: manufacturing, pharmaceutical, airline and financial services.

Stacey leads initiatives with a focus on delivering practical solutions. Three examples of her work include:

- Led organization design initiatives for multiple business and staff functions at a Fortune 100 manufacturing company. With a focus on alignment and optimization of resources to drive business results, design work included: sales and marketing of \$1.1 billion transportation business, sales and marketing of \$100 million healthcare business, marketing of \$600 million consumer business, Accounting and Engineering organizations.
- Led the Change Management activities for an acquisition integration initiative of a global \$500 million business at a Fortune 100 manufacturing company. Created and executed a change strategy that focused on the organization, culture and people transition. Created global frameworks to support organization alignment, assessment and selection of talent, cultural understanding and action planning, and leadership and organization assimilation. Facilitated cultural focus groups with acquired and acquiring company leaders to build understanding of each organization's cultural strengths and determine areas to integrate or maintain to achieve acquisition ROI.
- Managed the development and communication of a variable compensation program aligned with organizational goal achievement. Created communications strategy that included online training materials and messages on how employees could impact the results through their daily work achievements. Continuously communicated status of program results and highlighted employee performance in the organization that positively impacted the overall payout. Feedback showed an increased employee understanding of how daily performance impacts variable compensation.

Stacey maintains long-term relationships with her clients because of the results she delivers. She has worked as a consultant with multiple Fortune 100 companies and has held positions with 3M, The Hartford, and Navitaire (an Accenture Company).

Areas of Expertise

- Change Management
- Organizational Alignment
- Talent Optimization
- Human Capital Measurement
- Merger and Acquisition Integration
- Strategy Development and Execution

Education

- *Bachelor of Science in Economics and Business*
University of Minnesota
- *Master of Business Administration in Strategic Management*
Carlson School of Management, University of Minnesota