

# DENISE E. RIVIERE

## Organizational Development & Change Management Leader

(Fractional Leader ~ Coach ~ Consultant ~ Trainer)



### WHEN CAN I HELP?

- ✓ Employee morale is low or feels “off”
- ✓ Leaders are struggling to lead, manage change or align teams
- ✓ Departments operate in silos
- ✓ High performers are leaving
- ✓ Teams are unclear about priorities or accountability
- ✓ Employees are resistant to change during system implementations, mergers or restructurings
- ✓ The culture does not match company goals

### SERVICES

-  Executive & Senior Leadership Coaching
-  Employee Engagement & Satisfaction Strategies
-  High Performing Team Building Strategies
-  Leadership & Workforce Development Programs
-  Workplace Culture Assessments & Revitalization
-  Change Management Strategies

### PROVEN OUTCOMES

- ✓ Improved employee communication and teamwork
- ✓ Stronger leadership capability
- ✓ Healthier workplace culture and employee engagement
- ✓ Reduced resistance to change
- ✓ Sustainable behavioral and operational change

### ABOUT ME

- ✓ Over 25 years of experience
- ✓ Executive partner who translates business objectives into people strategies
- ✓ Organizational culture and employee engagement specialist
- ✓ Large-scale transformation strategist
- ✓ Engaging facilitator for small teams to large groups

### QUALIFICATIONS & CERTIFICATIONS

- ✓ Master of Business Administration | Master of Science, Organizational Development
- ✓ Change Management – ADKAR
- ✓ Lean Six Sigma
- ✓ DiSC® Work Behavior Assessments & Training



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