

SECTION 3: Workforce Consulting Experience

Cara Griffith, Founder and Principal of Tandem Motion, has led workforce management, performance management, and organizational design and development consulting engagements for Fortune 100 companies, Fortune 500 companies, private companies, global non-profits, and government entities for over seven years.

3.1 Project Experience Highlights

- **Government:** Led the State of Alaska's Department of Administration (DOA) and Department of Environmental Conservation (DEC) through one-on-one strategic planning sessions with 2 Commissioners, 3 Deputy Commissioners, and 15 Division Directors, and led over 1,700 employees through the process of developing performance expectations, rating scales, and SMART goals
- **Government:** Led the organizational redesign for the State of Alaska's nearly 200-person Department of Personnel & Labor Relations (DOPLR) by documenting process flows, creating job profiles, and designing the recommended organizational structure
- **Fortune 100 Global Retail:** Facilitated alignment conversations with HRVPs across 4 business areas to implement paperless onboarding with a total opportunity size of ~\$241.5M savings
- **Fortune 100 Global Software:** Lead 20+ process design working sessions with 3 HRVPs, 9 HRBPs, 4 Senior Directors, and 2 Directors across 3 global regions and documented 9 HR process flows
- **Fortune 100 Energy:** Created the governance, operating model, organizational design, and competency model for a new, centralized shared services Center of Excellence (CoE)
- **Fortune 100 Global Insurance:** Produced a change management strategy and plan to address 32 HR policy changes impacting 70,000 employees in North America
- **Fortune 100 Global Petroleum:** Facilitated vision and communications strategy sessions with 12 clients to align on joint-venture initiative strategy and coached 2 HRVPs for a company-wide roadshow
- **Fortune 100 Global Technology:** Conducted global working sessions to refine 9 activity areas, created and scored activities against criteria resulting in the identification of 49% of activities for centralization
- **Fortune 500 Global Foodservice:** Produced sizing model and organizational and team structure for 5 global business services sales regions with anticipated cost savings of ~\$40M–\$50M
- **Fortune 500 Global Pharmaceutical:** Advised Global Head of HRIT on Change Strategy in preparation for an acquisition
- **Fortune 500 Global Pharmaceutical:** Designed an adoption strategy for 4 global regions to use a Multi-Channel Relationship Marketing approach with anticipated cost savings of ~\$5M
- **Fortune 500 Global Consumer Goods:** Developed change strategy for GBS process transformation across 4 global regions
- **Private National Insurance:** Facilitated sessions with 6 Leads, 1 Manager, and 3 Analysts across the business and IT to assess and define the roles and responsibilities for the analytics department
- **Global Non-Profit:** Designed and built a workforce planning program for an organization operating in over 45 countries