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SONYA

BARNETT

MANAGEMENT CONSULTANT

CERTIFICATIONS

CONTACTS

Certified SAFe 5 Agilist

Cloud Change Practitioner

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WORK EXPERIENCE

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ACCENTURE, LLC // DENVER, CO

**Management Consultant / October 2018 – Present**

**PROJECT EXPERIENCE:**

*Change Management & Culture Lead / July 2022 - Present*

* Facilitated three C-suite/Executive level design thinking workshops to assess technology organization and capture sentiment on current state Culture.
* Facilitated four executive level focus group sessions with 55+ partners to gather insights related to four known pain points within the tech org.
* Synthesized qualitative data from 4 sources and created change strategy based on insights to support future state Culture vision; presented recommendations to client’s Chief Technology Officer.
* Analyzed quantitative data from 7 sources on job/skill framework current state and provided recommendations for future state job architecture and talent strategy.
* Defined five Talent & Culture change initiatives to enable future state transformation, mapped initiatives to a 3-year transformation roadmap, and developed strategy to capture metrics to measure transformation journey.

*Training & Adoptions Lead / September 2021 – July 2022*

* Assessed client’s current state technology organization to identify key change impacts and prioritized changes based on highest impact to training, learning and adoption of new Demand Intake process.
* Developed training materials for new Demand Intake process and facilitated instructor-led sessions to successfully train ~800 people within the IT organization.
* Supported development and scoping of client’s future talent strategy approach including incorporation of strategic workforce planning, overcoming internal functional siloes, and corresponding data requirements / KPIs.

*Talent Strategy Practitioner / September 2020 – March 2021*

* Facilitated focus groups with client SMEs to generate role alignment and definition strategy for 12 high priority IT and Cloud roles.
* Defined 12 learning pathway experiences, inclusive of comprehensive training material and creative digital content for employees to upskill/adopt their new role.
* Coordinated with high-profile HR executives to rollout Learning Pathways.

*Communications & Adoption Specialist / October 2018 - September 2019*

* Defined an enterprise-wide communications strategy for an Agile Transformation to deliver reliable messaging to an audience of 3,500 people.
* Analyzed quantitative data to adjust communications strategy to ensure successful rollout of adoption campaigns and heightened employee experience.
* Conducted 45+ persona interviews and 6 focus groups to inform targeted communications strategy for IT Org of 3,500 people.
* Created 10+ digital communications assets (using PowToon and Camtasia) that were shared with IT Org and the high-profile Executive Leadership team.

EDUCATION

**B.A. IN MARKETING AND MANAGEMENT**

*Baylor University* Waco, TX

Aug 2014 – May 2018

SKILLS

**TECHNICAL SKILLS**

* Microsoft Project
* Scaled Agile Framework
* Microsoft Office Suite
* JIRA / Confluence
* Pluralsight
* Camtasia / PowToon

**FUNCTIONAL SKILLS**

* Agile Project Management
* Talent Strategy
* Job Architecture
* Change Management
* Communications Strategy
* Customer Experience
* Business Process Design
* System Integration Testing
* Business Development
* Organizational Analytics
* Stakeholder Management
* Culture Strategy