



Kathryn (Kate) Fialkowski, Biography

WWW.KATHRYNFIALKOWSKI.COM

FIALKOWSKI EXECUTIVE ADVISOR

Assess Your Readiness for Change. Start your next big change knowing how far and how fast you can move. Change, by definition, means there is a gap between the present state and the future state. Do you have the tools you need to bridge the gap? Kate can help you take an existing change program to the next level or build an effective program from the outset.

Envision Your Future. Your strategic plan should be built from likely market scenarios. Kate uses a combination of Scenario Planning and Systems Thinking in her Strategic Planning. She can help you develop a long term strategy and near term execution plan.

Catalyze Your Change. Why hire a full time executive to do a part time job? Leverage Kate's 25 year expertise for an economical way to leverage Fortune 500 best practices.

Motivate Your Employees. Change is naturally resisted. Kate's personal transformational change presentations help inspire and inform employees about macro trends impacting business – and the rationale to embrace change.

International Business Executive and Business Transformation Expert

Kathryn (Kate) Fialkowski is a business transformation expert. She helps organizations undertake the process of transformation through

- Change assessments
- Strategic planning consultation and facilitation
- Change execution: implementation, alignment, and acceleration
- Motivational presentations

Kate's specialty is accelerating business transformation to identify and maximize opportunities, such as growth, cost reduction, cash flow optimization, and new market development.

Throughout her career, Kate has achieved above-trend performance from her transformation strategies. Kate has consulted on, facilitated, and led major business transformation programs for the last 25 years. She is able to draw upon diverse experiences as an executive with a wide range of operational, financial, and industry expertise. She has successfully led strategic change (planning through execution) in multiple industries (high tech, manufacturing, and financial services), in companies at different levels of maturity (start-up and Fortune 100; public and private), throughout all business functions (marketing through service) and in more than 10 countries around the world. Kate has the unique background of having been both an operational line executive as well as a consultant. She has hands-on experience with the challenges and opportunities of developing and implementing business transformation.

As an Executive Advisor, Kate Fialkowski has the leadership, experience, and credibility required to help businesses navigate the process of transformational change. Kate is able to draw on her diverse international executive experiences to encourage "out of the box" thinking.

Kathryn (Kate) Fialkowski, Biography, cont'd

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CORPORATE EXPERIENCE

Bank of America. SVP.
Marketing Strategies
Executive (Wilmington, DE)

Hercules Incorporated (now
Ashland) Pinova Division
President (Brunswick, GA)

Partech International
Venture Capital. VP, Global
New Market Development
(Paris, France)

UUNET Internet Services.(now
MCI Internet) VP Customer
Services, EMEA (Amsterdam,
NL)

General Electric. Information
Services Division. Market
Development and Six Sigma
Program Lead (Rockville,
MD)

BOARD EXPERIENCE

Board of Directors, Vision for
Equality, Non-Profit,
(Philadelphia, PA)

Board of Directors, Abieta
Chemie Hercules/Clariant
JV (Gersthofen, Germany)

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Sample Accomplishments

- **New Market/Product Development.** Introduced three industry-changing products to market. For example, launched Internet industry's first service level guarantee. Led industry for +2 years, stimulating continued growth despite new competition and maintained product price points, avoiding industry average 6% price loss due to commoditization.
- **Division Start-Up, Shut Down, Turnaround.** Maximized division performance – through rapid start-up, shut down, and turnaround – performing each of these in as little as six months.
- **Cash Management.** Achieved \$46MM cash contribution due to corporate-wide 10 day reduction in DSI+DSO.
- **Business Optimization.** Achieved a 40% improvement in customer services productivity and 50% improvement in time to market.
- **Business Transformation Program Deployment.** Led three deployments of Six Sigma including the original GE deployment (achieved MBB certification). Experience in Manufacturing and Transactional Six Sigma including GE CAP, SEI CMM, PMI, and Lean. Developed and delivered curriculum in US, Mexico, China, Australia, and throughout Western Europe.

Special Expertise

Through her 25 year business career, Kate has expertise in the following:

- International Business and Negotiations
- Strategic Planning, Scenario Planning, and Systems Thinking
- Start-ups, Shut-downs, Turnarounds, and Tune-ups
- Business Transformation – Change Program Deployment
- Value: Cash Flow, Cost Reduction, Revenue Generation
- Risk Mitigation and Consequence Mapping
- Numerous methodologies including: Lean, Six Sigma, Capability Maturity Model (CMM), Change Acceleration Process (CAP), and GE's Work-Out.

Memberships/Affiliations

Kate is an active member in the following professional associations:

- Professional Speaker: National Speakers Association (NSA)
- Member, Association for Strategic Management
- Member, Philadelphia Arts and Business Council (BVA)
- Member, Interim Associates