



**Steve Kotsines**  
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### Overview:

A **senior level consultant** with over 18 years of experience. **Specializes** in analysis, development, and deployment of **change implementation strategies**, including: leadership engagement; process, role, and organizational design/alignment; communications; training; and post-implementation value capture. Has **managed** several change implementation projects and **actively developed, coordinated, and delivered** content specific and functional change implementation strategies, communication, training, and organizational support tactics. Understands **human psychology issues** around installation of **ERP information systems** and **process re-engineering**. Has significant hands-on experience **interfacing between non-technical and technical** audiences.

### Professional Experience Summary:

- Dec '07- *Client:* **SAVVIS**, St. Louis, MO  
present *Role:* **Organization Change Manager**  
*Responsibility:* Consultant manager establishing new, internal Organizational Change program within Human Resources department. First major change initiative deliverables include SAVVIS' SAP R/3, CRM, and Governance Risk & Compliance (GRC) implementations.
- Jan '05- *Client:* **Anheuser-Busch, Inc.**, St. Louis, MO  
Dec '07 *Role:* **Change Management & Integration Manager**  
*Responsibility:* Consultant manager for Business Process Re-engineering / SAP R/3 implementation (SD, MM, PP, QM, FI, CO) for A-B's Raw Materials Integration Program.
- Aug '01- *Client:* **Anheuser-Busch, Inc.**, St. Louis, MO  
May '05 *Role:* **Change Management & Integration Manager**  
*Responsibility:* Consultant manager for Business Process Re-engineering / SAP R/3 implementation (MM, PP, FI, CO) impacting \$3.0 billion/year of company materials.
- Feb '01- *Client:* **Abbott Laboratories**, Abbott Park, IL (on behalf of Cap Gemini Ernst & Young)  
Jun '01 *Role:* **Senior Organizational Change Management Consultant**  
*Responsibility:* Consulting/management facilitation for organizational re-design/re-alignment that integrated two internal operating units prior to acquisition of ex-U.S. pharmaceutical company.
- Apr '98- *Client:* **Monsanto**, St. Louis, MO  
Feb '01 *Role:* **Change Management & Training Manager, Agriculture Sector (North America)**  
*Responsibility:* Consultant manager of 10 member team providing execution of Change Management & Training program for seven SAP R/3 implementations (full suite, no HR).
- Jun '97- *Client:* **Anheuser-Busch - Busch Agricultural Resources, Inc. (BARI)**, St. Louis, MO  
Apr '98 *Role:* **Change Management Coordinator / Training Manager**  
*Responsibility:* Consultant manager of 3 member team providing execution of Change Management & Training program for single SAP R/3 implementation (MM, PP, SD, FI, CO)
- Nov '96- *Client:* **Anheuser-Busch - Metal Container Corporation (MCC)**, St. Louis, MO  
Jun '97 *Role:* **SAP Lead Trainer / Change Implementor**  
*Responsibility:* Consultant trainer (training development and delivery) and change implementation support in single SAP R/3 implementation (MM, PP, SD, FI, CO)
- Feb '95- *Company:* **Union Pacific Technologies**, St. Louis, MO  
Nov '96 *Title:* **Manager**  
*Responsibility:* Management of 24 x 7 x 365 service center, including 55+ employees, providing information system services, EDI, and shipment tracing.
- Jan '92- *Company:* **Union Pacific Technologies**, St. Louis, MO  
Feb '95 *Title:* **Account Manager**  
*Responsibility:* Implementation coordination and services management for proprietary,

enterprise resource planning (ERP) software developed for railroad industry customers.

Feb '88- *Company:* **Union Pacific Technologies**, St. Louis, MO

Jan '92 *Title:* **Procedures Specialist**

*Responsibility:* Training development / delivery for proprietary, enterprise resource planning (ERP) software developed for railroad industry customers.

### **Education:**

5/92 *M.A., Washington University*, St. Louis, MO. Graduated Summa Cum Laude.

5/86 *B.A., Concordia College*, Ann Arbor, MI. Graduated Summa Cum Laude.

### **Professional Training / Certification:**

4/99 "*Accelerating Change*" by Implementation Management Associates (IMA), Inc.

2/99 "*Change Management for ERP Implementations*" by the Linkage Group.

5/97 "*Guiding Radical Change*", conducted for Anheuser-Busch by The Change Group.