

# Barbara Vik

OCM Manager Consultant at California Correctional Health Care Services

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## Summary

### SKILL SETS:

- Governance (business reporting, strategies/approaches, work plans, resource and issue management, budget management)
- Alignment (sponsor and stakeholder management, change leadership development, stakeholder assessments, impact assessments, team building)
- Readiness (current/future state definition, gap analyses, KPI development, contingency planning, stabilization, and solution maintenance)
- Communications (communications planning and execution, audience & content analysis, content development, editing, reviews and distribution)
- Training (training planning and execution, technical and non-technical instructional analysis, design, development, implementation and evaluation)
- Business Presentations (road shows, in-service sessions, brown bag lunches, webinars, etc.)

### WORK ACTIVITIES:

- Facilitated Business Process Transformation/Improvement visioning and planning sessions using methods such as Prosci's ADKAR model Kotter's 8 Steps, SWOT sessions, appreciative inquiry, etc.
  - Contributed to data gathering efforts using specialized techniques such as organizational network analysis, structured interviews, gap analysis, focus groups, electronic surveys and questionnaires.
  - Led and supported the development and execution of (OD) strategies, partnering with senior leaders, business process owners, project sponsors, managers and team leads
    - Created and managed comprehensive tactical OCM and OD project plans required to support large scale radical and incremental change initiatives across hierarchical and networked organizations
  - Created and managed large scale current to future state analyses, stakeholder analyses, impact analyses, gap analyses, root cause analyses, organizational readiness analyses, etc.
  - Created, implemented and managed communications plans, deliverables and review/approval processes for business improvement projects
  - Developed and executed Training plans and deliverables supporting technical and soft skills changes
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## Experience

### **Learning and Adoption Manager at California Correctional Health Care Services**

February 2015 - Present

### **Manager - Organizational Change and Business Development at Informatix, Inc.**

November 2013 - Present

Currently working on developing the change management practice at Informatix, and consulting with the California Public Employees Retirement System (CalPERS) Information Technology Service Branch (ITSB), developing and delivering change management programs.

**Organizational Development Consultant**

November 2013 - November 2014 (1 year 1 month)

**Organization Change Management Consultant**

June 2011 - June 2013 (2 years 1 month)

Consulting with the State of California Department of Corrections Health Care IT organization, developing and delivering change management programs.

**Mindset and Behaviors Expert (OD and Change Management) at Pioneer Hi-Bred International Inc**

September 2010 - March 2011 (7 months)

**Organization Development & Change Management Consultant at CIBER, Inc.**

July 2008 - September 2009 (1 year 3 months)

**Associate Peace Corps Director - Administrative Officer at United States Peace Corps**

May 2006 - June 2008 (2 years 2 months)

**Organization Development & Change Management Consultant at Peace Corps**

January 2004 - March 2006 (2 years 3 months)

**Organization Development & Change Management Consultant at Oracle**

April 1997 - November 2002 (5 years 8 months)

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**Education**

**University of Phoenix**

MAOM, Organizational Management, 1990 - 1992

**University of Phoenix**

BS, Business Administration, 1985 - 1987

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[Contact Barbara on LinkedIn](#)