



Kim Clark Pakstys

Executive Profile

Ms Clark-Pakstys, founder and managing partner of Strategic Organization Solutions, is an organizational strategist who leverages her expertise in business and workforce management to deliver operational results. She leads and facilitates the transformation of organizational strategy and structure. Executives have recognized her for her expertise in designing and implementing effective strategies, processes, systems and structures that improve operational performance and facilitate the achievement of financial and strategic goals. She builds world-class teams and infrastructure that enable organizations to meet strategic and tactical goals. Her cross-functional background and expertise in change strategy and design ensures results, yet maintain service delivery during the change.

She has twenty years of management experience within corporations and “Big 4” consulting environments providing advice and services to diverse industries from Fortune 100 to emerging technology firms, government contractors and government agencies. Ms Clark Pakstys is known for her exemplary leadership skills, strategic abilities, creative results and business acumen. Providing strategic direction for essential business initiatives, she leads executive teams as they align change initiatives with business strategies. She provides valued consulting services in all areas of strategic management and quantifiably improves organizational and operational effectiveness

Career Highlights

Ms Clark Pakstys designs and leads her client’s through business transformation, integration, mergers, large-scale change and global outsourcing projects. As vice president and member of the executive team for a boutique consulting firm, she helped the organization navigate the changing strategy from product to service delivery focus. As the head of workforce and organization development for several multinational corporations, she led and implemented strategies for acquisition, integration, talent management, retention and business development. She created the blueprints/ implementation plans to streamline operations and improve efficiency. Throughout her career, she has led executives and management teams through corporate reorganizations and helped them create high performing organizations. Her work has produced improved operations, successful turnarounds and profitable sales. Ms Clark Pakstys has led OD functions and consulted executives at BAE Systems, Getronics, Wang, Pitney Bowes, PRC, Bristol Myer Squibb, Washington Group, American Management Systems, Northrop Grumman, HCL Technologies, DRS Technologies, AMERICAN SYSTEMS, Stanley Associates, NIH, US Department of Justice, US Department of Treasury and the US Navy.

She established workforce and culture building strategies aligning business and people initiatives for a Global 2000 technology firm. She envisioned and implemented organization development practices that increased technical and leadership competence. She designed and managed strategic human capital programs that established priorities and maintained business momentum during business transformation and leadership changes. Representative projects include: facilitating executive planning sessions clarifying mission and articulating core business lines, constructing targeted succession planning and leadership development programs, coaching executives through restructures capitalizing on synergies and eliminating redundancy, and designing and launching a talent management strategy and virtual corporate university that advanced technical aptitude of employees and secured relationships with partners and customers.

As a principal consultant in the Price Waterhouse Change Management Practice, she advised Fortune 100 executives on business strategy, business process re-engineering and change management in support of enterprise wide technology implementations. Her efforts resulted in improved operational effectiveness, increased speed-to-market and reduced administrative costs. Select engagements included assessing organization’s readiness for change and its competitive position in market, leading teams through corporate re-engineering, and ERP implementation efforts.

Education:

She holds a BS in Business Administration from The Ohio State University with majors in Production & Operations Management and Marketing, an MA in Human Resource & Organization Development from Marymount University and a Masters Certificate in Total Quality Management. She is Adjunct Faculty with George Mason University School of Management and member of the SOM’s Technical Management Advisory Council. She has presented at regional and national conferences on a variety of topics and is published in the Organization Development Journal and Regional Business Journals. She is active on a number of outside boards and Business Advisory Councils.