

# JULIE KREIENKAMP

Experienced People and Change Leader who empowers others to drive to their greatest self and improve the overall well-being of an organization.



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## WORK HISTORY

Aug 2022 -  
Current

**KBIX SOLUTIONS, CONSULTANT:** *Change & Project Management, ERP Process and Training, Bryan, Ohio*

- Leverage the ADKAR toolset by Prosci to support leaders in developing change management plans that promote successful implementation of change initiatives through stakeholder engagement.
- Create change management cultures for clients by designing organizational change management plans that enhance communication and engagement between teams and leadership while capitalizing on customers strategic growth objectives.
- Effectively coordinate and deliver ERP projects within designated timelines, budgetary constraints, and defined scope by providing comprehensive communication plans that monitor & summarizes progress.
- Craft and execute comprehensive learning and training initiatives for ERP implementations that greatly elevate the capabilities and expertise of all users.

March 2018 -  
Nov 2021

**PEOPLE OPERATIONS AND TECHNOLOGY MANAGER:** *Wurtec, Toledo, Ohio,*

(Promoted to People Operations Role and Technology Manager)

- Designed and implemented **EMPLOYEE LIFE CYCLE** strategy for 95 employees in 6 locations that improved employee engagement, continuously educated our teams, and increased retention.
- Created Recruiting Strategy and Onboarding process for securing top talent, utilizing recruiters and internal teams to implement the process.
- Performance Management Programs were implemented with individual career assessments, monthly 1-1 conversations and bi-annual reviews.
- Manufacturing floor to C Suite employees, comprehensive Training and Development Programs were created to improve, technology skills, Mindset, EQ, core business skills.
- Led Succession Planning conversations with leadership that resulted in formalized plans.
- Utilized DISC (an assessment that increases the understanding of an individual's talents) certification to cultivate the talent of all employees that lead to mutual respect and cohesiveness
- Empowered tech team to expand skills through personalized development plans and targeted educational opportunities aligned with their strengths and career objectives.
- Created technology 3-year roadmap to scale infrastructure and technology tools to support 15% target business growth.

Jan 2017-  
March 2018

**TECHNOLOGY MANAGER:** *Wurtec, Toledo* (Created separate Marketing Role to focus only on Technology Manager role)

- Effectively oversaw the integration of Salesforce into our ERP system as a project manager.

- Led multi-disciplinary teams to review Quote to Cash process flow in Epicor, resulting in standardized procedures that gained work efficiencies for end users in all departments.
- Strategized, implemented, and project managed the integration of an ecommerce website with our ERP system.
- Designed and implemented road map of continuous improvement technology projects for new modules and upgrades in ERP. Projects included: Handheld technology, Paperless routers to shop floor, nonconformance process, Epicor version 9-10 upgrade.
- Provided strategic direction of network infrastructure, remote access, tactical goals, policies, and procedures for all departments.
- Created & Managed \$2 million technology budgets for all hardware and software spend.
- ERP Implementations: Implementor of 2 versions Epicor Software 9, 10.
- Created and trained end users on standardized process and managed change cycle to get full adoption of new process.

June 2011-  
Jan 2017

**MARKETING & TECHNOLOGY MANAGER:** *Wurtec, Toledo* (Leadership team role, Promoted to Marketing and Technology Manager)

- Vetted out ERP options, chose a solution and project managed the team to implement new ERP, Epicor.
- Member of leadership team that developed technology and marketing strategy that grew our company from 20 employees to 40 and year after year sales growth of 15%.

Feb 2005-  
June 2011

**SALES & MARKETING MANAGER:** *Wurtec, Toledo* ((Leadership team role, Promoted to Sales and Marketing Manager)

- Recruited and developed a sales team that drove our 15% sales growth goals.
- Member of Leadership Team that developed strategy and people leadership initiatives directly with the president.

Jan 2000-  
Feb 2005

**MARKETING COORDINATOR:** *Wurtec, Toledo, Ohio*

- Created and implemented marketing plans that increased sales on average 14%, created a strong brand that increased client base.
- Collaborated with all departments to create cohesive brand messaging for all locations.
- Liaison between the president and sales group. Created forecasting reports, trends of our major clients and territorial sales reports.



## EDUCATION

- **Certification: TTI Success Insights DISC Certified**
- **Bowling Green State University: Master of Arts, GERMAN**
- **Simpson College, Bachelor of Arts, BUSINESS MANAGEMENT & GERMAN**