TONIA WHITNEY

tonia@engagingforchange.com | engagingforchange.com | linkedin.com/in/toniawhitney/
Minneapolis-St. Paul, MN | Available for Remote & Select On-Site Engagements

PROFESSIONAL SUMMARY

Senior change readiness and transformation consultant with nearly 30 years of consulting experience helping organizations navigate complex business and technology change. Combines strategic assessment, practical execution, and stakeholder engagement to clarify organizational challenges, identify readiness risks, and translate transformation priorities into actions that support successful adoption.

CORE EXPERTISE

Organizational Readiness Assessment | Transformation & Impact Analysis | Leadership & Sponsor Alignment | Enterprise Transformation | Readiness Planning & Prioritization | Stakeholder Engagement | Facilitation | Technology Adoption & Enablement | Change Management Strategy | Communications & Training Strategy

PROFESSIONAL EXPERIENCE

ENGAGING FOR CHANGE, INC.

Principal Consultant / Founder
March 2009 to Present

- Partner with leaders and project teams to shape and execute practical change strategies that prepare organizations for business and technology transformation.
- Assess organizational readiness, stakeholder impacts, and implementation risks, translating findings into clear priorities and actionable plans.
- Lead stakeholder engagement, communications, training, and adoption efforts while helping leaders align decisions, responsibilities, and resources.

SELECTED CLIENT ENGAGEMENT | FINANCIAL SERVICES

Change Readiness Consultant
January 2023 to June 2026

- Designed and stewarded an enterprise change readiness methodology and toolset to strengthen consistency, visibility, and decision-making across complex transformation initiatives.
- Assessed cross-functional readiness for a multi-year enterprise technology transformation involving 200+ interconnected applications, integrations, and reports.
- Partnered with business and program leaders to identify stakeholder impacts, implementation risks, communications and training needs, and barriers to adoption.
- Translated technology and process changes into actionable readiness plans, clarifying priorities, dependencies, and areas requiring intervention.
- Facilitated cross-functional discussions to resolve ambiguity, establish readiness responsibilities, and inform implementation decisions.

MINNESOTA CHANGE MANAGEMENT NETWORK (MnCMN)

Director of Operations (Contract) | November 2024 to June 2026

Board of Directors (Volunteer) | 2019 to 2024

Membership Chair, Vice President, President, Immediate Past President

- Led organizational operations, supporting board governance, strategic planning, programming, membership, and partner coordination.
- Partnered with board leaders to translate strategic priorities into executable plans, improve operational processes, and strengthen organizational continuity.
- Advanced member engagement, partnerships, volunteer involvement, and professional visibility through progressive board leadership roles.

EARLIER CONSULTING EXPERIENCE

EXPRESSWORKS INTERNATIONAL

Independent Change Management Consultant | Subcontractor

October 2006 to April 2015

BEARINGPOINT, INC.

Senior Consultant

July 2002 to October 2006

ARTHUR ANDERSEN BUSINESS CONSULTING

Project Manager

June 1998 to June 2002

SELECTED EARLIER CONSULTING HIGHLIGHTS

- Led change management, communications, training, and adoption initiatives across energy, healthcare, and other industries.
- Designed and executed change strategies for Microsoft 365, Teams, SharePoint, OneDrive, CRM, and operational system implementations.
- Partnered with leaders and project teams to align business requirements, stakeholder engagement, user experience, training, and deployment readiness.

EDUCATION & CREDENTIALS

MBA | Texas A&M University
BA | Centre College
Prosci Certified Change Practitioner