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## Profile

Andrea is a seasoned professional with over 28 years of experience and a proven track record of coaching and consulting to clients in the oil and gas, electricity, chemical and consumer markets industries. Her primary focus has been on business transformation, improving business operations, and implementing systems to support business functions. Andrea's GlobalStar Coaching and Consulting objectives include contributing her knowledge, experience and skills to help leaders of organizations to be successful. In particular, Andrea enjoys leveraging her passion for coaching, mentoring, and teaching to assist leaders and teams in transition.

## Experience

***GlobalStar Coaching and Consulting, Houston, TX***

***May, 2009 to Present***

### **Owner and Managing Director**

Andrea founded her practice to help business leaders drive transformational change from both a business and personal perspective. She leverages her business leadership skills to provide consulting to some of the world's largest and most successful energy and consumer market companies. Additionally, in her Coaching and Consulting practice, she is able to use her depth of experience to facilitate lasting change with the leaders that she serves. Andrea is a certified coach through the Hudson Institute of Santa Barbara. Andrea is able to provide customized services in the following areas:

- Individual coaching & consulting to business executives
- Individual coaching & consulting to leaders in transition
- Team coaching & consulting to leadership teams in transition

***BearingPoint, Inc., Houston, TX***

***1994 to May, 2009***

### **Managing Director**

***2002 to May, 2009***

Most recently served as the Team Leader for the U.S. Oil & Gas team and liaison to the Eastern Europe Oil and Gas team for BearingPoint, Inc. Responsibilities include directing a team of Managing Directors (MDs), Senior Managers, and Business Development Managers that serve Oil & Gas clients such as ExxonMobil, Chevron, Total, KBR, Marathon, and Apache. In this role, Andrea is responsible for a \$35 MM/year P&L and associated strategy setting, marketing, business development activities, and overall management of the business activities.

Additionally, Andrea taught multiple courses to train leaders through Leadership Skills I and II and Consulting Foundations at Yale University, Strategic Account Management, Specific Business Solutions, and Improving Intergender Communications. Feedback from clients, superiors, attendees of training courses, and 360 degree feedback has consistently been in the top 5% of her peers. As a leader, Andrea is often praised for her people skills – helping others to develop as a leader, to be a problem solver, and to manage their career. Two of Andrea's most powerful capabilities are:

- Working directly with key business leaders who are in the midst of transformational change
- Facilitating teams to maximize the overall effectiveness of the team to attain business goals

### **Recent sample client-facing leadership roles that Andrea had include the following:**

- Served as the BearingPoint Account MD for ExxonMobil, Shell, KBR and Total U.S.
- Led a large Enterprise Business Transformation and Strategy project for a \$37 billion leader of the North American Foodservice Distribution industry (SYSCO). The BearingPoint team that Andrea led included 6 full-time MDs, over 50 consultants, and generated more than \$28 MM in net fees over a 2 year period. BearingPoint is currently involved in implementing the recommendations for the transformation project such as implementing Strategic projects in the area of Sourcing, Customer Segmentation and Pricing, Supply Chain, and Operations standardization/improvement. Additionally, BearingPoint is working directly with the CEO and his direct reports on further refinement of SYSCO's strategy including the implementation of strategic planning and performance management processes.

- Served as the global account MD for ExxonMobil for 1 year. BearingPoint projects include implementing Siebel CRM, eLearning project implementation, and providing on-going support for Epiphany in the AES business unit. Generated more than \$10 MM in net fees over the course of the year.
- Was responsible for managing Chevron as a global account for more than 3 years. During that time, she was responsible for a variety of projects that generated an average of \$15 MM per year in net fees. These projects include such areas as Downstream business strategy, strategic sourcing, business unit IT strategy and organization design, Ariba implementation, and inventory management.
- Served as the account MD for Reliant Energy for more than 4 years. During that time, Andrea's team was responsible for defining the business processes, technology, and organizational capabilities that allowed Reliant's mid-office function to prepare for deregulation of the Utility industry in Texas. Additionally, she managed multiple vendor teams through the process of preparing for "Go Live" during the 6 months leading up to the Full Choice Market opening. The series of projects that Andrea was responsible for generated an average of \$20 MM per year for 3 of the 4 years.

**Worldwide Partner, Andersen Business Consulting (became KPMG Consulting/BearingPoint) 1994 - 2002**

Andrea was a Partner in the Houston practice of the Andersen Business Consulting (AABC) unit prior to KPMG Consulting / BearingPoint absorbing all of the AABC employees. During her time with Andersen, Andrea served a variety of Oil & Gas, Chemicals and Utilities clients such as Reliant Energy, Amoco, Conoco, Fina, Borden Chemicals & Plastics, Merisol, and Valero. Additionally, she was responsible for establishing and growing AABC's SAP practice in the Southwest Region. At the time of the KPMG/BearingPoint transaction, Andrea had been a Partner with Andersen for 5 years.

**Vice President, Bonner & Moore (now a division of Honeywell)**

**1987 to 1994**

Responsibilities at Bonner & Moore included serving as VP of User Services and Controller for the Management Sciences division. The Management Sciences division developed, marketed and supported software applications for refinery planning (RPMS), crude assay evaluation (ASSAY), and refinery yield accounting (APPLY). Andrea not only assisted clients with the implementation of these products, but taught classes on their use and led the overall customer support team. This business unit ultimately became a part of Honeywell's advanced process solutions practice.

**Senior Systems Analyst, Texaco**

**1983 to 1987**

Responsibilities included the development and support of computer systems applications to support the refining production planning and crude assay evaluation businesses. Over the course of the four year period, Andrea assisted with the roll-out of these applications at 15+ refineries across the Americas and Europe.

## Education

**McNeese State University**, Lake Charles, LA

1983

*B.S., Computer Science and Mathematics, Overall GPA: 3.9/4.0 scale*

- Phi Kappa Alpha, National Honor Society
- Pi Mu Epsilon, National Math Honor Society

**Completed Leadership and Management training courses:**

- Professional Coaching, Hudson Institute of Santa Barbara
- Associate Certified Coach, International Coach Federation
- LifeLaunch, Hudson Institute of Santa Barbara
- Published article in the Pipeline and Gas Journal, May, 2009 entitled "Operational Excellence Delivers Higher Profit Margins to Midstream Companies"
- Strategic Account Planning, Acclivus
- Partner Development Training, Andersen
- The Learning Organization, based on The Fifth Discipline, by Peter M. Senge
- Financial Management for non-Financial Managers, SMU School of Management
- Software Licensing Agreements, Rice University
- ModelNetics Instructor, Main Event Management Institute

### **Other Information**

Over the course of her career, Andrea has had the opportunity to work with clients in Russia, Asia Pacific (Japan, Korea, Singapore, and Malaysia), Canada and Europe (England, Belgium, Germany, Italy, and Sweden.) Andrea serves on the Board of Directors of a not-for-profit, NewSpring, that focuses on Economic Development in the Spring Branch area of Houston. Andrea's personal interests include traveling, attending sporting events, working with her church youth group, reading, gardening and spending time with her large family. Andrea serves on the Board of Directors for Newspring, a not-for-profit that focuses on economic development in the Spring Branch area of Houston.