

SHIRRELL M. MCNEILL
1615 Dunn Place
Hillsborough, North Carolina 27278
(919) 644-0403
www.butterflywingsllc.com
smm@butterflywingsllc.com

PROFESSIONAL SUMMARY

Organizational Development, Leadership Development and Training Development consultant with over 25 years experience in various professional arenas . Over 17 years experience with a major, international corporation. Successfully led business management teams through two mergers and acquisitions. Primary professional strengths are Leadership Development, Change Management, BPI/Organizational Design, Executive Coaching, and Training. Experienced in global team management, project management and business process improvement. Founder and CEO of two private business operations, Butterfly Wings LLC and Butterfly Wings Restorative Ministry, Inc. (a 501c3 organization)

PROFESSIONAL EXPERIENCE

Butterfly Wings LLC **2001-Present**
Hillsborough, North Carolina
CEO

Provide consultation to organizations seeking behaviors that enable them to meet their full potential through personal and organizational transformation models and other customized interventions.. Client base includes private business organizations, city government leaders, university professionals and students.

Butterfly Wings Restorative Ministry Inc. **2003-Present**
Hillsborough, North Carolina
Founder and President

Lead a non-profit organization that partners with faith-based, community –based and other private outreach organizations to train, coach, and counsel people who are seeking the skills and faith to rebuild their lives. Clients include churches, faith-based recovery assistance organizations, community shelters and programs.

North Carolina Central University **2008-Present**
Durham, North Carolina
School of Business
Instructor

Provide instruction and guidance to third year business school students on the foundations of leadership in organizations. Provide students with sophisticated real-world work place interpersonal and communication issues including skills in leadership, conflict management, negotiation and change management. Develop methods, tools and strategies to help students compete more effectively in a global and diverse world.

Glaxo/GlaxoWellcome/GlaxoSmithKline **1990-2007**
Research Triangle Park, North Carolina

Director, HROD (GlaxoSmithKline) **2001-2007**

Provide organization development (OD) strategy and consultation for US Pharma business units. Design and facilitate OD interventions and change management strategies specific to business needs. Lead organizational design/re-design that aids business units in reaching synergy targets thereby maximizing resources, creating efficiencies and eliminating waste. Provide leadership as Change Management Practice Leader to US Pharma business units. Provide Change management consultation to Business Process Improvement teams. Provide leadership to HROD professionals within US Pharma businesses.

Director, Organizational Development (GlaxoWellcome) 1998-2001
Led efforts that prepared senior executives for merger and acquisition activities and other major change initiatives. Provided guidance in implementing overall change management strategy throughout organization. Efforts aided in the development of an Integration Manual used by managers and executives in designing their new organizations. Consulted with CEO and senior executives on overall strategy for corporate goal alignment and implementation in the business units. This alignment cascaded through the business providing focus during pre-merger and transition activities. Led efforts to align Performance Management/Development with corporate goals, functional business initiatives and reward/recognition efforts that foster a development culture. Developed interventions to support global, regional and inter-divisional culture and team development. This approach provided framework for working with the Global OD Network to create efficiencies and synergies.

Director, Organizational Effectiveness (GlaxoWellcome) 1997-1998
Served as Business Partner for CFO and Senior Executive Team of the Finance division. Consultation with the team resulted in adoption of several innovative strategies including Finance Strategic Talent Review, Finance Mentoring Program, and Finance Career Development/Rotational Program. Led leadership development and team effectiveness initiatives that contributed to increased efficiency and productivity of Finance teams.

Team Manager, Consulting Services (GlaxoWellcome) 1996-1997
Coordinated shared services (OD, HR Operations, Training) for Finance, IS, Legal, Corporate Affairs and HR. This model provided a single point of contact and accountability for HR resources in the business units. Managed 8 Human Resource professionals providing seamless service to client groups.

Manager, Training Services (Glaxo, Inc.) 1995-1996
Designed and developed executive level change management training which supported the organization through the merger and acquisition of Burroughs Wellcome. Managed the daily operations and trained staff responsible for all open enrollment courses for corporate, sales and marketing and research and development. Efficient management of this function provided the organization with relevant, timely and quality training .

Training and Development Consultant (Glaxo, Inc.) 1993-1995

Senior Human Resource Representative (Glaxo, Inc.) 1992-1993

Training and Development Instructor (Glaxo, Inc.) 1990-1992

ADDITIONAL PROFESSIONAL EXPERIENCE

Personnel Administrator, Training and Employee Relations 1988-1990
City of Chesapeake, Chesapeake, V.A.

Education Specialist, Curriculum Development 1984-1988
US Naval School of Health Sciences, Norfolk, V.A.

Corrosion Control Specialist 1983-1984

Coordinator, Training and Information Programs 1978-1982
University of Maryland, College Park, M.D.

EDUCATION

MS Counseling Ministry, Southeastern Baptist Theological Seminary,
Wake Forest, N.C. (completed 21 hours towards a Masters of Divinity -Christian Counseling)

MS Adult and Continuing Education, University of Maryland, College Park, M.D.

BS Biology, North Carolina A. & T. State University, Greensboro, N. C.

CERTIFICATION/TRAINING

Center for Creative Leadership (CCL, Greensboro, N.C.) – Adjunct Faculty Member with training/certifications as:

- Personal Development Process Advisor (LeaderLab)
- 360 Feedback Specialist
- Assessment Administrator (Benchmarks, Skillscope, FIRO-B)

NTL Institute for Applied Behavioral Science OD certifications:
Diagnosing Organizations with Impact
Restructuring Organizations: Emery Participative Design

IMA Accelerating Change Certification
Myers-Briggs Type Indicator Certification

Strength Finders Coach Certification-Gallup

Business Process Improvement Certification

PeopleMap Inventory

Who Moved My Cheese (Change Workshops) Certification

OTHER PROGRAM EXPERIENCE

Benchmarks
Firo-B
Parker Team Player Inventory
Skillscope
Thomas Kilmann Conflict Resolution