



# LORI M. JANOSKO, CCMP

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New Jersey

## PROFESSIONAL SUMMARY

Corporate Communications and Change Management Executive with more than twenty years of experience. A proactive leader accomplished at balancing strategic planning and tactical execution. A trusted advisor to senior management with a track record of delivering comprehensive communications and OCM plans to advance organizational objectives. Experience leading transformational, digital, and enterprise projects, as well as engaging with multiple verticals within an organization.

## SKILLS

- Change Management
- Executive Communications
- Employee Communications
- Applies Innovative Solutions
- Skilled at Complex Communications
- Experience with M&A

## WORK HISTORY

### Director of Communications and Change Management (Managing Principal)

Vision Communications LLC – New Jersey

05/2019 - CURRENT

- Develops and executes communications and change management strategies for pharmaceutical clients in the area of R&D and operations including technical implementations, culture transformations, and system / process changes
- Performs stakeholder and change impact analysis and creates strategies to effectively drive user adoption
- Recommends and leads employee engagement activities
- Councils executive stakeholders and project team members, guiding them through the communications and change management process, including best practices, trends and lessons learned
- Leads Organizational Change Management workshops for incoming project teams
- Current OCM projects include:
  - **docuBridge Consolidation** – Leading OCM workstream for the consolidation of two regulatory submissions publishing systems in the US and Munich
  - **Safety Gateway Implementation**- Leading OCM workstream to reduce the time required for the input of adverse events into the global safety database
  - **eQMS** – Leading the full OCM workstream for the implementation of a Global Quality Management System within the pharmaceutical environment

### Communications and Change Management Leader

DuPont - Wilmington, DE

04/2018 - 05/2019

- Led the integration communications and change management efforts for the Procurement organization during Dow/DuPont integration and subsequent spin
- Developed and delivered a global communications strategy to support business objectives for the Global Procurement organization
- Provided executive communications support to DuPont's CPO (Town Hall, Dialogue Sessions, Year-End Letters, Special Announcements, supplier changes)

**WORK HISTORY****Director of Communications and Change Management (Contract)**

AIG, NRG, MetLife – New York, NY

04/2016 - 04/2018

- Developed and executed communications and change management strategies for employee awareness, engagement, and branding campaigns; provided communications leadership and planning support for the MetLife Customer Service Leader’s Conference (multi-day conference in Key West, FL.)

**Communications Director (Contract)**

Teva Pharmaceuticals, Woodcliff Lake, NJ

4/2013 – 4/2016

- Developed and executed internal / employee communications strategies for multiple units within the Teva Operations Group (Pharmaceutical Manufacturing)
- Oversaw large change management projects, providing key communications support, and ensuring on-time, on-budget execution
- Provided conference planning, strategic management and logistical support for high level executive meetings, including multi-media presentations
- Provided council and support to key executives within the Operations Executive team and Human Resources

**Associate Director**

Alexion Pharmaceuticals – Cheshire, CT

03/2009 - 03/2013

- Managed the execution of quarterly town hall webcasts, enabling the CEO and management team to communicate corporate objectives to a global audience
- Effectively managed crisis communications to mitigate negative publicity; created press releases, and Q&A documents
- Provided strategic communications to the CFO for the quarterly earnings call (press release, call notes); and CEO (talking points; special announcements)
- Planned employee events such as Rare Disease Day; Bench-to-Bedside symposium

**Senior Manager**

Bayer Healthcare - Tarrytown, NY

09/2005 - 02/2009

- Developed comprehensive PR strategies to support Ascensia diabetes products
- Crafted all communications for the President of the Diabetes Care organization including speeches, video scripts, and the monthly internal letter to employees

**Senior Manager**

Purdue Pharmaceuticals - Stamford, CT

04/2001 - 06/2005

- Developed crisis communications materials for the drug Oxycontin

**EDUCATION**

Fairfield University, Fairfield, CT

2000

**MBA:** International Business

University of Hartford, Hartford, CT

1994

**BACHELOR OF THE ARTS:** Communications

- **Prosci Certified Change Practitioner**
- **CCMP - Certified Change Management Professional from ACMP**