

Valerie Yates, LLC

Organization Strategy & Transformation Consulting

Strategic Partner for Conservation Organizations Building Sustainable Impact

About Valerie Yates

Valerie Yates is a results-oriented Organization Strategy and Transformation Consultant with extensive experience advising C-level executives and partnering with senior leaders to tackle business-critical challenges. As a **Certified Organization Design Professional** with a **PhD in Business Administration**, she specializes in designing organizations, optimizing operating models, and managing large-scale organizational changes that drive significant outcomes.

Her work includes developing organization strategy and designing governance structures for non-profit organizations, helping them create lasting impact. She has partnered with various nonprofits to build the internal capacity needed to support their vital missions for generations to come.

Core Services

Organization Design & Strategy

- Design governance structures and decision-making frameworks
- Define roles, responsibilities, and accountability systems
- Align organizational structure with strategic goals
- Create sustainable operating models for mission-driven work

Executive Coaching & Leadership Development

- Support executive directors in balancing operational excellence with external presence

- Develop leadership capabilities for strategic thinking and team management
- Navigate growth challenges and the “acceleration trap”
- Build confidence in decision-making and stakeholder engagement

Business & Strategic Planning

- Facilitate strategic planning processes with boards and leadership teams
- Develop measurable goals and actionable implementation plans
- Create frameworks for managing workloads and priorities
- Align resources with strategic objectives

Change Management & Transformation

- Guide organizations through periods of growth and transition
 - Design and implement change management strategies
 - Build stakeholder engagement and communication plans
 - Ensure sustainable adoption of new ways of working
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Approach

Valerie’s collaborative approach emphasizes partnership with organizational leaders and teams. She believes that the best solutions emerge when internal expertise is combined with external perspective. Her methodology includes:

- **Discovery & Alignment:** Understanding current state through interviews and document review
 - **Collaborative Design:** Co-creating solutions through facilitated workshops
 - **Implementation Support:** Providing ongoing coaching and guidance
 - **Sustainable Results:** Building internal capacity for long-term success
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Credentials & Experience

- **PhD, Business Administration** – Deep academic foundation in organization theory and strategic management

- **Certified Organization Design Professional** – Advanced certification in organization design methodologies
 - **Premier Consulting Experience** – Leadership roles at Accenture, Deloitte, and PwC serving Fortune 500 clients
 - **Conservation Advocate** – Active involvement in salmon and orca recovery efforts with tribal nations, scientists, and grassroots activists
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Representative Engagements

Health Care Interpreter Network Facilitated organization strategy and design efforts through a series of focused workshops (i.e., business strategy, governance & decision rights and 5-year plan), each tailored to address specific aspects of the non-for-profit's overall strategy and plan for growth.

Fortune 500 Technology Company Developed strategy/plans to transition to new sales operating model, organization/team structures, processes and tools spurring increased accountability and performance that exceeded sales and growth targets.

Women's Initiative for Economic Empowerment Redesigned existing governance framework, revised composition of existing decision-making groups (board, advisory and executive team), redefined existing decision-making roles & responsibilities, defined processes and tools, and developed implementation plans.

Leader in Data for AI Designed and executed change strategy for launching new operating model and organization structure for a multinational leader in human annotated data for machine learning / AI, resulting in increased integration, collaboration and performance.

Contact

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Building resilient organizations for lasting impact