

Andrea Bischoff

Engagement Manager

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I build cross functional teams for projects that deliver on time and on budget. My focus has been on understanding people's individual strengths to ensure the right skills and aptitudes are present for a specific project or program. My expertise includes gathering and analyzing business requirements from key stakeholders to the build cross functional teams and keep them engaged to deliver on the vision.

Having a high level of emotional intelligence allowing me to develop strong relationships and articulate the importance of the stakeholders' vision to lead projects that fit their needs while meeting the needs of the business. My experience as project and program manager has created successful improvements to people processes, increased service delivery and engaged teams to change to optimize business performance.

Professional Skills

Builds high performance teams.

Implements PROSCI Change Management theory and practices to manage risk appropriately.

Plan and drives the lifecycle of both strategic and operational projects.

Facilitates discovery sessions with key stakeholders to create process maps to understand current and desired state.

Conducts a skills assessment and develops skills matrix to highlight abilities and missing gaps.

Communicates business strategy to align people with technology solutions.

Professional Highlights

- Engaged with teams remotely
- Integrations of new acquisitions
- Business transformations via divestitures
- HRIS transitions
- Increased service delivery by 80% for a government funded program
- Managed annual budget of 1.2 million dollars
- Provided services to:
 - **Aurora Cannabis**
 - **WorkBC Employment Services**
 - **Whistler Blackcomb**

About avantage

Since 2008, Avantage has been building a trusted brand, engagement by engagement. We are privileged to serve the organizations we work with, that include some of the most recognized brands in the world.

Our growth strategy is based on providing the specialized skills required to help our leading enterprise clients adopt the modern capabilities required to compete and innovate in a disruptive world. With a results based approach, we combine great people with advanced IP, tools and systems, that positions us a notch above in a highly competitive marketplace.

