EXECUTIVE SWOT ASSESSMENT

Pavla Thatcher

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01 EXECUTIVE SUMMARY

I am a senior transformation and business operations leader with more than 25 years of experience helping complex organizations improve how they operate, execute, and adapt. My career has spanned global technology, software, cybersecurity, enterprise operations, and highly matrixed environments where I have been trusted to bring structure to complexity, strengthen execution, and lead organizations through significant change.

One of my greatest strengths is my ability to build meaningful relationships and understand what makes people tick. I take the time to understand different perspectives, build trust, and create an environment where people feel respected, supported, and empowered to contribute at their highest level. This is particularly important when leading remote and distributed teams, where distance can make it easier for misunderstandings to develop. I work to bring people together around shared goals, help individuals rise to the occasion, and invest in developing the people around me. Through mentoring and deliberate succession planning, I help build teams that are stronger, more capable, and prepared for what comes next.

I combine this relationship driven leadership style with strategic judgment, operational discipline, and a strong focus on measurable outcomes. I am at my best when an organization needs to stabilize a complex situation, clarify priorities, improve execution, or lead through significant change. I listen first, identify what is working and where the real barriers exist, then build practical structures that create alignment, accountability, and forward momentum.

My experience includes enterprise transformation, business operations, PMO leadership, portfolio governance, operating model improvement, organizational change, executive partnership, and global program leadership. I have led transformation initiatives representing approximately $1 billion, delivered $580 million in run rate cost reduction, contributed to $228 million in operating profit improvement including $164 million in revenue improvement, and led business operations for an organization of more than 2,000 employees with an approximately $160 million operating budget.

25+	$1B	$580MM	2,000+
YEARS OF LEADERSHIP	TRANSFORMATION PORTFOLIO LED	RUN RATE COST REDUCTION	FTE ORGANIZATION LED

02 OPPORTUNITIES IN FOCUS

A Enterprise Transformation & Business Operations Leadership

My background positions me well for senior leadership roles focused on transforming organizations, strengthening business performance, improving operating effectiveness, and creating scalable foundations for growth.

B Transformation Office & Enterprise Change Leadership

My experience building PMOs, managing complex transformation portfolios, establishing governance, and connecting strategy with execution provides a strong foundation for leading enterprise transformation offices and broader organizational change agendas.

C Operating Model & Organizational Effectiveness

I can bring significant value to organizations seeking to clarify accountability, improve decision making, strengthen cross functional collaboration, and create operating models that support greater scale, agility, and performance.

D Executive Partnership & Leadership Development

My combination of relationship building, operational judgment, and people development creates an opportunity to serve as a trusted partner to senior executives while strengthening leadership capability, mentoring emerging leaders, and building sustainable succession depth.

E Global & Matrixed Leadership

My experience working across U.S. and European environments and with geographically distributed teams positions me well for leadership roles requiring cultural awareness, strong stakeholder relationships, and the ability to create alignment across complex organizational structures.

STRATEGIC POSITIONING

SWOT Analysis

S STRENGTHS

Enterprise Transformation & Operational Excellence
Extensive experience leading organizations through transformation, modernization, restructuring, and operational improvement — connecting strategic objectives with governance, process, and accountability.

Relationship Driven Change Leadership
Builds relationships before asking people to change, creating trust, reducing resistance, and building genuine commitment to the path forward.

Large Scale Portfolio & Transformation Leadership
Manages complex portfolios spanning financial, operational, technology, compliance, and organizational priorities through governance and disciplined execution.

Executive Partnership & Cross Functional Influence
Works effectively with senior leaders across organizational boundaries, navigating complex stakeholder environments through influence, credibility, and alignment.

Operational Stabilization & Scalable Execution
Most effective when an organization needs to establish order, improve visibility, clarify ownership, or strengthen execution.

People Development & Succession Leadership
Invests in mentoring and developing teams, building confidence and capability while creating succession paths that strengthen leadership continuity.

W WEAKNESSES

Tendency to Carry Excessive Responsibility
A strong sense of ownership can mean taking on more than necessary to protect the team. Continued focus on delegation and shared accountability supports sustained impact.

High Personal Standards During Transition
High personal standards can create added pressure during significant transition. Maintaining perspective and prioritizing effectively sustains long term effectiveness.

Understatement of Personal Impact
A natural focus on team and organizational success can mean the full scale of personal impact isn't always visible. Increasingly intentional about articulating outcomes and leadership contribution.

O OPPORTUNITIES

Enterprise Transformation & Business Operations Leadership
Well positioned for senior roles focused on transforming organizations and strengthening business performance.

Transformation Office & Enterprise Change Leadership
Strong foundation for leading enterprise transformation offices and broader organizational change agendas.

Operating Model & Organizational Effectiveness
Positioned to clarify accountability, improve decision making, and create operating models that support scale and performance.

Executive Partnership & Leadership Development
Opportunity to serve as a trusted partner to senior executives while strengthening leadership capability and succession depth.

Global & Matrixed Leadership
Experience across U.S. and European, distributed teams positions well for complex, culturally aware leadership roles.

T THREATS

Competing Priorities & Execution Drift
Organizations can lose momentum when too many initiatives compete for attention and resources. Portfolio governance experience helps focus resources on the outcomes that matter most.

Limited Executive Sponsorship & Alignment
Transformation can stall without consistent sponsorship or aligned stakeholders. A relationship driven approach builds trust and surfaces concerns early.

Under Resourced Strategic Initiatives
Strategic programs can underperform without sufficient capacity or execution discipline. Resource planning and governance experience identifies these constraints.

Lack of Organizational or Strategic Clarity
Unclear priorities or decision rights create friction and inconsistent execution. Brings structure by clarifying priorities and strengthening governance.

Rapid Technology & Operating Model Change
Rapid advances in technology and AI require continuous adaptation. Transformation experience helps organizations navigate this pace while maintaining discipline.

Broadening the PMO Narrative
PMO leadership is one dimension of a broader executive profile spanning transformation, business operations, and global leadership; positioning should present it within that wider context.