

**Agenda Item 5:
Guest Speaker Biography:
Sara Randazzo, M.A. Organizational Strategy Unit Manager,
CPS HR Consulting**

Sara Randazzo brings over 20 years of specialized consulting experience in business transformation, organizational strategy, and stakeholder engagement within the public sector. As an Organizational Strategy Unit Manager at CPS HR Consulting, she partners with state, local, and federal government leaders to drive complex strategic initiatives and organizational change.

Sara's expertise spans strategic planning, organizational assessment, business process improvement, technology modernization, and performance management. She has helped government agencies and non-profits align their workforce and organizational strategies with mission-critical objectives, resulting in enhanced collaboration, improved operational efficiency, and stronger community outcomes.

Her notable experience includes leading strategic planning and organizational assessments for state, city, and county governments, conducting risk analysis and organizational assessment for the International Criminal Court in Bosnia and Herzegovina, and spearheading cross-functional programs and training initiatives with law enforcement, underserved communities, and elected officials. Sara's approach combines empathetic stakeholder engagement with data-driven analysis to optimize the relationship between people, process, and technology.

Prior to her current role, Sara served as Senior Vice President of Client Delivery at HiPER Solutions and held leadership positions at PCRC, where she managed mediation, facilitation, and training programs and was the Director of Communications.

Sara holds a Master's degree in Psychology with a focus on International Disaster & Global Mental Health from the University of Denver and a Bachelor's degree in Psychology/Education from Skidmore College.