

Executive Capability & Workforce Transformation Portfolio

ORGANIZATIONAL EXECUTION. WORKFORCE CAPABILITY. PMO LEADERSHIP. GOVERNANCE TRANSFORMATION

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Closing the language gap. Aligning strategy. Accelerating execution.

About Dr. Helen Uzamere

Dr. Helen Uzamere is an executive leader, advisor, educator, and workforce-capability strategist specializing in organizational execution, PMO leadership, governance transformation, leadership readiness, and applied operational excellence.

Across corporate technology, government, nonprofit, and higher-education environments, she has held the CIO chair, built and led PMO functions, overseen complex enterprise and multi-site initiatives, strengthened delivery governance, and developed professionals responsible for translating strategy into measurable organizational performance.

Her work addresses a recurring challenge:

Organizations can have talented people, experienced leaders, formal methodologies, and modern technology—and still struggle to execute consistently.

The issue is rarely a lack of intelligence or effort. More often, teams are operating from different interpretations of priorities, ownership, risk, accountability, timelines, and success.

Through Just Ask Dr. Helen and Project Rise with Dr. Helen, Dr. Uzamere helps organizations and professionals build the shared language, practical capability, leadership confidence, and operational discipline required to move from intention to aligned execution.

Areas of Focus

- Organizational Execution Alignment
- Workforce Capability Development
- PMO Leadership and Governance
- Delivery and Transformation Advisory
- Leadership Readiness
- Cross-Functional Collaboration
- Applied Operational Excellence
- Executive and Emerging-Leader Development

Organizations Typically Engage Dr. Helen When:

- Important initiatives are moving but not producing the expected outcomes.
- Business, technology, operations, and delivery teams are interpreting priorities differently.
- Project risks, dependencies, and decisions are surfacing too late.
- Governance exists, but accountability and execution remain inconsistent.
- A PMO needs stronger operational credibility, maturity, or delivery discipline.
- Workforce-development investments are not translating into workplace performance.
- Certified or technically capable professionals still require practical execution and leadership development.
- Leaders need an experienced advisor to diagnose stalled execution and establish a practical path forward.

Selected Areas of Organizational Impact

- Enterprise PMO Transformation
- Workforce Capability Acceleration
- Governance Modernization
- Cross-Functional Alignment
- Leadership Coaching and Mentorship
- Operational Delivery Excellence
- Practical Project-Leadership Development
- Execution and Accountability Improvement

CASE STUDY 01

Accelerating Workforce Readiness Through Agile-Informed Capability Development

Workforce Transformation | Applied Learning | Leadership Readiness | Knowledge Retention

The Situation

Across enterprise technology environments, PMO leadership roles, workforce-development initiatives, and higher-education settings, Dr. Helen Uzamere repeatedly encountered the same workforce challenge:

Organizations were hiring intelligent, motivated, and frequently highly credentialed professionals who still struggled to translate knowledge into practical workplace execution.

Many possessed:

- Academic degrees
- Professional certifications
- Technical knowledge
- Strong ambition and potential

Yet they often lacked confidence and experience navigating:

- Organizational ambiguity
- Stakeholder dynamics
- Competing priorities
- Decision-making and accountability
- Escalation and risk conversations
- Cross-functional communication
- The transition from structured learning to independent execution

Employers were increasingly frustrated by the gap between what professionals knew and what they could confidently apply within real organizational environments.

The issue was rarely intelligence or motivation.

More often, individuals had been trained to absorb information and pass assessments rather than to apply knowledge, exercise judgment, influence stakeholders, and contribute measurably within complex workplaces.

What She Did

Drawing on executive leadership experience across technology, PMO governance, organizational transformation, workforce development, and doctoral research focused on applied learning and knowledge retention, Dr. Uzamere developed an Agile-informed capability-development approach designed to bridge the gap between theoretical learning and operational execution.

Rather than relying on memorization or lecture-centered instruction alone, the methodology emphasized:

- Practical application
- Iterative reinforcement
- Continuous feedback
- Prioritized learning based on operational value
- Stakeholder-informed adaptation

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- Real-world simulations and case studies
 - Collaborative problem solving
 - Psychologically safe opportunities to practice, question, fail, adjust, and improve

The approach helped professionals understand not only **what** project-management and leadership concepts meant, but also:

- How organizations actually operate
- How decisions move across organizational structures
- How to communicate with different stakeholders
- How to navigate ambiguity and competing priorities
- How to connect work to outcomes and organizational value
- How to build confidence through contribution rather than credentials alone

Across leadership programs, PMO environments, workforce initiatives, higher education, and Project Rise, participants engaged in:

- Applied project simulations
- Real-world organizational scenarios
- Execution-based learning exercises
- Collaborative working sessions
- Project-artifact development
- Leadership coaching
- Structured mentorship tied directly to workplace realities

The Outcome

- Professionals strengthened their confidence applying technical, project, and operational concepts within real organizational environments.
- Emerging leaders improved their ability to communicate strategically, navigate stakeholder dynamics, and contribute effectively across functions.
- Participants developed stronger decision-making, prioritization, escalation, and execution capabilities.
- Applied learning supported successful certification outcomes, leadership advancement, expanded responsibilities, and career mobility.
- Organizations benefited from professionals better able to move beyond theoretical knowledge and contribute to practical workplace performance.
- Teams experienced stronger collaboration and a clearer connection between learning, leadership behavior, and organizational results.

The Lesson

Sustainable workforce readiness cannot be achieved through memorization, certification, or technical instruction alone.

High-performing organizations require learning environments that combine practical application, operational relevance, iterative reinforcement, continuous feedback, and psychologically safe capability development.

The objective is not simply to help people know more.

It is to help them apply what they know with confidence, judgment, accountability, and measurable organizational impact.

CASE STUDY 02

Strengthening Execution Alignment Across Complex Organizational Environments

Operational Governance | Cross-Functional Communication | Execution Discipline

The Situation

Across leadership roles spanning municipal government, nonprofit operations, higher education, and enterprise technology, Dr. Uzamere repeatedly encountered a common organizational challenge:

Capable professionals, experienced leaders, and formal project-management structures were present—yet execution remained inconsistent.

Projects continued moving, but friction persisted beneath the surface.

- Dependencies were identified too late.
- Escalations were reactive rather than proactive.
- Decisions remained unresolved across organizational layers.
- Stakeholders attended the same meetings but left with different interpretations.
- Teams understood project terminology but lacked a shared operating model for how work, risk, ownership, governance, and accountability would function.

The issue was rarely a lack of effort or technical capability.

More often, execution was being weakened by fragmented communication, inconsistent governance behaviors, delayed escalation, and differing mental models across leadership, technical teams, business stakeholders, operations, and delivery personnel.

What She Did

Dr. Uzamere focused on strengthening the execution environment itself, rather than treating each delay, missed dependency, or communication breakdown as an isolated project failure.

Her approach emphasized:

- Shared execution language
- Clearer definitions of ownership and success
- Proactive risk and dependency visibility
- Structured escalation discipline
- Stronger governance practices
- Cross-functional coordination
- More deliberate movement of decisions across organizational structures

Rather than adding unnecessary process complexity, she helped leaders and teams establish practical consistency around:

- How priorities were interpreted
- How outcomes and value were defined
- How decisions were made and documented
- How risks and dependencies were surfaced
- How accountability was established
- How delivery concerns were escalated
- How technical and non-technical stakeholders remained aligned

Engagements included:

- Executive advisory conversations
- Operational execution assessments
- PMO and governance support
- Leadership and team workshops
- Structured mentorship
- Practical execution coaching tied directly to active organizational environments

The Outcome

- Teams established stronger alignment around responsibilities, expectations, priorities, and escalation pathways.
- Stakeholders gained greater visibility into dependencies, execution risks, and governance gaps.
- Delivery conversations became more proactive and decision-oriented.
- Leaders experienced greater consistency in cross-functional communication and accountability.
- Teams began moving from passive status reporting toward active execution management.
- Organizations increasingly viewed project management as an operational leadership discipline rather than primarily an administrative reporting function.

The Lesson

Execution challenges are rarely solved through methodology alone.

Sustainable delivery performance depends on shared operational understanding, disciplined governance, proactive communication, timely escalation, and leadership environments where accountability is intentionally developed.

Before teams can execute the same strategy, they must first be working from the same interpretation of it.

CASE STUDY 03

Strengthening Delivery Governance in a Fortune 70 Telecommunications Engagement

Enterprise Telecommunications Vendor | New York-Based Multi-Site Initiatives

The Situation

During executive leadership roles with the City of Mount Vernon and later Project Renewal—a nonprofit organization operating more than 20 sites across New York City—Dr. Helen Uzamere oversaw major telecommunications and infrastructure initiatives involving a Fortune 70 telecommunications provider operating across more than 40 states.

The initiatives required coordination among:

- Internal executive and operational leaders
- Vendor project managers
- Telecommunications and technical specialists
- Site leadership
- External delivery teams
- Multiple locations with time-sensitive dependencies

Although the vendor maintained formal project-management structures, many delivery practices remained administrative and reactive.

Schedules and status reports existed, but essential disciplines were not consistently embedded in delivery oversight:

- Proactive risk management
- Dependency coordination
- Escalation planning
- Stakeholder alignment
- Decision ownership
- Vendor accountability
- Governance visibility

As timelines shifted and operational dependencies became more complex, delivery conversations frequently focused on reporting what had already happened rather than anticipating what might prevent successful execution.

What She Did

Serving as the client-side executive responsible for delivery oversight, Dr. Uzamere established stronger expectations for operational accountability and project governance.

Rather than accepting recurring delays as an unavoidable part of delivery, she challenged internal and vendor teams to move beyond passive status reporting and adopt stronger practices around:

- Risk identification and escalation
- Dependency management
- Stakeholder communication
- Delivery coordination
- Vendor accountability
- Decision visibility

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- Cross-functional ownership
 - Proactive issue resolution

The engagement required sustained coordination among internal stakeholders, vendor delivery teams, project-management leadership, and site-based operational personnel working across different organizational structures.

Dr. Uzamere consistently redirected conversations toward:

- What was at risk
- What decision was required
- Who owned the decision
- What dependencies remained unresolved
- When the issue first became visible
- What action would prevent further delay

The Outcome

- Delivery oversight became more operationally focused and risk-aware.
- Stakeholders gained improved visibility into dependencies, escalation paths, and delivery responsibilities.
- Vendor project teams adopted stronger governance and accountability practices across the engagement.
- Discussions shifted from retrospective timeline reporting toward proactive issue management.
- Internal and vendor PMO leaders began evaluating how delivery-management practices could better support enterprise client outcomes.
- Cross-functional conversations became clearer, more structured, and more focused on resolving execution barriers.

The Lesson

Complex enterprise initiatives require more than project schedules and reporting structures.

Sustainable delivery depends on operational discipline, proactive governance, clear stakeholder alignment, and the willingness to surface execution risks before they materially affect organizational outcomes.

Reporting a delay is not the same as managing it.

CASE STUDY 04

Building a High-Performance PMO in a Rapid-Growth Technology Environment

PMO Leadership | Delivery Governance | Organizational Capability Development

The Situation

In 2019, Dr. Helen Uzamere was recruited as Vice President of the Project Management Office for a rapidly growing technology organization serving enterprise clients across multiple industries, including Fortune 100 companies and large-scale professional sports organizations.

Leadership recognized the need to:

- Strengthen delivery governance
- Standardize project-execution practices
- Improve operational visibility
- Build a mature PMO function
- Support increasingly complex client engagements
- Establish a scalable delivery model capable of supporting continued growth

Project-management capability existed in limited form, but the organization lacked:

- A fully developed PMO structure
- Standardized delivery frameworks
- Centralized governance practices
- Consistent project assets and tools
- Scalable operating procedures
- Reliable cross-project visibility
- Consistent operational alignment across teams

Leadership's broader objective was to develop execution rigor comparable to major consulting and advisory organizations while preserving the agility required within a rapidly growing company.

What She Did

Dr. Uzamere built the PMO function from the ground up, transforming a small project-coordination structure into a multidisciplinary operational delivery organization.

The PMO expanded to include project managers, coordinators, and delivery professionals supporting multiple enterprise accounts across diverse client environments.

Her leadership approach centered on:

- Standardized governance practices
- Operational consistency
- Scalable delivery frameworks
- Centralized project assets and templates
- Proactive stakeholder management
- Risk and escalation discipline
- Practical execution leadership
- Continuous team capability development

Project managers were selected for both technical capability and leadership potential, with many holding advanced credentials including PMP® and PMI-ACP® certifications.

Recognizing that certification alone did not guarantee execution maturity, Dr. Uzamere established recurring operational working sessions focused on:

- Stakeholder engagement
- Governance visibility
- Risk and dependency management
- Escalation practices
- Delivery decision-making
- Cross-account coordination
- Practical leadership within active client environments

The PMO also implemented:

- Centralized repositories
- Standardized delivery tools
- Reusable governance assets
- Collaborative operating practices
- Shared expectations for client and stakeholder communication
- Practical mechanisms for continuous learning and improvement

The Outcome

- The PMO evolved into a scalable operational function supporting multiple enterprise client engagements simultaneously.
- Teams developed stronger consistency in governance, delivery coordination, documentation, and stakeholder management.
- Project managers strengthened their ability to apply formal project-management principles within fast-moving client environments.
- Leadership gained improved operational visibility and greater confidence in delivery oversight.
- Reusable assets and standardized practices increased consistency across projects and accounts.
- The PMO developed a collaborative execution culture centered on learning, accountability, operational discipline, and continuous improvement.
- Project leadership became increasingly recognized as a driver of client outcomes and organizational performance—not simply an administrative function.

The Lesson

High-performing PMOs are not built through templates, reporting structures, or certifications alone.

Sustainable delivery organizations require operational discipline, practical leadership development, shared execution frameworks, strong governance, and cultures where teams continuously improve their ability to translate strategy into real-world performance.

A mature PMO does more than report the work. It strengthens the organization's ability to deliver it.

THE UZAMERE AGILE KNOWLEDGE FRAMEWORK™

Closing the Language Gap. Aligning Strategy. Accelerating Execution.

The Uzamere Agile Knowledge Framework™ is a practical, iterative operating model for helping organizations translate knowledge, strategy, and intention into aligned execution.

It begins with a simple premise:

Most organizations do not have a talent problem. They have an interpretation problem.

People may hear the same strategic instruction while attaching different meanings to the output, outcome, benefit, value, priority, ownership, timeline, and definition of success.

The framework places **shared language** at the center of execution and strengthens alignment through four reinforcing practices:

1. Prioritize by Operational Value

Lead with what creates the greatest impact—not simply what appears first, is easiest to complete, or is most familiar.

2. Collaborate Continuously

Replace one-time communication and knowledge transfer with ongoing dialogue, feedback, and shared interpretation.

3. Adapt Through Feedback

Treat the plan as a starting point, test assumptions continuously, and adjust as new information emerges.

4. Build Safety for Early Escalation

Create environments where uncertainty, risk, disagreement, and bad news can surface before they become delays, rework, missed outcomes, or organizational crises.

The Execution Advantage

- Clearer expectations and ownership
- Faster decisions and fewer avoidable delays
- Stronger collaboration across business and technical teams
- Earlier identification of risk and misalignment
- Better outcomes and more sustainable organizational performance

Shared language is infrastructure for execution.

When people share understanding, they execute with greater confidence.

THE UZAMERE AGILE KNOWLEDGE FRAMEWORK™

CLOSING THE LANGUAGE GAP. ALIGNING STRATEGY. ACCELERATING EXECUTION.

A practical, iterative approach that ensures knowledge is understood, applied, retained, and becomes how your teams deliver.



“ Most organizations don't have a delivery problem. They have an **interpretation problem**.

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This framework reflects Dr. Helen Uzamere's operational philosophy for strengthening workforce capability, execution alignment, and sustainable organizational performance across complex organizations.

WAYS TO WORK TOGETHER

WHERE IS EXECUTION LOSING MOMENTUM IN YOUR ORGANIZATION?

Dr. Helen Uzamere partners with executives, PMOs, organizations, and workforce leaders to diagnose execution barriers, strengthen leadership capability, and create practical systems for more consistent delivery.

Executive Execution Diagnostic

A focused assessment designed to identify where strategy, communication, governance, accountability, and delivery are losing alignment.

May include:

- Executive and stakeholder interviews
- Review of current execution and governance practices
- Identification of recurring friction, risk, and decision bottlenecks
- Prioritized findings and recommendations

A practical 60- or 90-day execution roadmap

Interactive Leadership and Execution Sessions

Customized, scenario-based workshops that help leaders and teams experience—and solve—the communication and interpretation gaps affecting execution.

Possible areas include:

- Translating strategy into execution
- Output, outcome, benefit, and value
- Cross-functional alignment
- Stakeholder communication
- Risk and escalation
- Decision ownership
- Leadership readiness
- Practical project-execution capability

PMO and Governance Advisory

Support for organizations establishing, rebuilding, or maturing their PMO and delivery-governance practices.

May include:

- PMO operating-model development
- Governance and decision frameworks
- Portfolio and delivery visibility
- Risk and escalation practices
- Standardized assets and working methods
- Project-leadership capability development
- PMO credibility and organizational alignment

Fractional Execution and Transformation Advisory

Ongoing executive-level support for organizations navigating major initiatives, operating-model changes, delivery challenges, or transformation priorities without requiring a full-time executive appointment.

May include:

- Executive advisory support
- Transformation oversight
- Leadership and stakeholder alignment
- Initiative health reviews
- Governance and accountability
- Decision facilitation
- Coaching for PMO and delivery leaders
- Implementation support for agreed recommendations

Workforce Capability Development

Applied development programs that help professionals move beyond theoretical knowledge and strengthen practical execution, communication, confidence, leadership, and organizational-navigation capability.

Signature Sessions

- **The Execution Gap: Closing the Language Gap Between Strategy and Execution**
- **From Output to Value: Why Successful Delivery Does Not Always Produce Business Results**
- **Making Bad News Travel Faster: Psychological Safety, Escalation, and Execution**
- **Beyond Certification: Building Real-World Project and Leadership Capability**
- **From Strategy to Shared Action: Creating Accountability Across Functions**
- **The Operational PMO: Moving Beyond Reporting to Organizational Performance**

Begin the Conversation

Where is strategy, communication, or execution losing alignment in your organization?

Begin with a confidential **Executive Execution Conversation**.

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