

ANCA LASLAU

Strategic People & Operations Leader | 10+ Years in Projects, Events & Executive Support

PROFESSIONAL SUMMARY

Purpose-driven professional with 10 years of experience supporting executives, managing cross-functional initiatives, and leading people-centered operations. Known for turning strategy into action across onboarding, events (since 2014), and change enablement. Passionate about sustainability and using systems thinking to drive meaningful, scalable impact.

KEY SKILLS

SKILLS

Strategic Planning & Execution • Executive Support • Change Mngmt • Cross-functional Collaboration • Onboarding & Learning Journeys • Employee Engagement • Internal Comms • SOP & Knowledge Hubs • Events Planning • Automation & Workflow Design • Stakeholder Outreach • Data Visualization • AI Tools (Zapier, ChatGPT, Notion AI)

TOOLS

Microsoft 365 (Teams, SharePoint, Power Automate, Power BI, Visio) • Zoom • Slack • Workday • Google Workspace • Monday.com • DOMO • Jira • Asana • Notion • ChatGPT • Canva • Zapier

LINKS

Portfolio: ancaalaslau.wixsite.com, Anca's AI Assistant: chatgpt.com.

LANGUAGES

Romanian (*Native*), English (*Highly proficient*), Spanish (*Proficient*).

EMPLOYMENT HISTORY

OPERATIONS CONSULTANT

Jul 2025 - Present

Freelance

- Support two senior leaders in the AI space (one in research, one in advisory) through strategic operations, planning, and execution.
- Act as a trusted operator and thought partner, leveraging AI and digital tools to streamline execution behind the scenes

STRATEGIC PLANNER

Jul 2024 - Mar 2025

Emerson

- Supported communication and onboarding for operational change during \$1M+ facility upgrades in collaboration with engineering and facilities teams.
- Delivered 10+ exec-level decks monthly, improving strategic visibility and speeding decision-making across 4 departments.
- Coordinated and facilitated the annual planning process event, aligning over 20 stakeholders on project strategy and execution timelines.
- Acted as escalation point for internal blockers, ensuring seamless delivery of capital and strategic projects.

CONTINUOUS IMPROVEMENT MANAGER

Oct 2023 - Jul 2024

Emerson

- Led two external client delivery projects that improved RDSL scores by 10 points through enhanced coordination across teams in 4 countries.
- Standardized planning meetings, reducing team prep time by 30% and improving communication across operations and engineering.
- Built and deployed real-time KPI dashboards used by 15 department leaders, covering over 200 employees.
- Owned development and rollout of People Strategy enablement program for 25 leaders, supporting growth planning and accountability.

COMMUNICATION AND CHANGE MANAGEMENT SPECIALIST

Apr 2022 - Oct 2023

Emerson

- Managed implementation of a quality system across 3 European sites; trained users and achieved 95% adoption in under 3 months.

- Supported the launch of a new SPQE department by co-developing its strategy, mapping 5+ core processes, creating SOPs and knowledge hubs, and coaching a team of 4 through setup.
- Supported Make vs Buy and Complexity Reduction projects, resulting in ~\$1M in savings.
- Led change communication, engaging 300+ employees through emails, newsletters, kickoff meetings, and sessions to reduce resistance and speed up adoption.
- Designed 10+ branded internal toolkits and visuals using Canva, supporting clear messaging during complex rollouts.

LEAN SPECIALIST

Apr 2021 - Apr 2022

Emerson

- Created 30+ internal communications for strategy rollouts and change updates, improving awareness and team alignment across global operations.
- Led implementation of 2 RPA initiatives in collaboration with developers and customer service teams; saved 14,000+ manual hours annually.
- Designed and launched two SharePoint hubs hosting onboarding flows, training materials, documentation, and internal articles, driving smoother knowledge access and supporting 500+ monthly visits.
- Co-led 10+ ERG and well-being projects in partnership with employee committees.

PROCESS IMPROVEMENT ANALYST & GROUP ASSISTANT

Jan 2019 - Mar 2021

Emerson

- Delivered 8-module onboarding program and digital dashboard; reduced new hire turnover from 13% to 9%.
- Served as key point of contact for 200 employees, managing HR documentation, issue resolution, and policy tracking.
- Designed 6+ visual management boards for team performance reviews and problem-solving workflows.

EVENT OPERATIONS MANAGER

Apr 2017 - Dec 2018

Lagom Agency

- Co-founded and operated an events agency, managing logistics, budgeting, and client satisfaction for 10+ annual events with 1,000+ attendees.
- Supervised operations for a team of 5 and handled vendor and sponsor coordination.
- Created planning templates, tracked timelines, and resolved stakeholder escalations on site and pre-event.

LOGISTICS COORDINATOR

Oct 2016 - Dec 2018

TEDx Events

- Organized 5+ TEDx events annually with up to 500 attendees, coordinating logistics, vendors, and venue compliance.
- Recruited, trained, and managed 50+ volunteers per TEDx event, implementing real-time coordination tools to ensure smooth execution.
- Provided logistics consulting to TEDx teams in 4 major cities, helping expand operational capacity.

BACKSTAGE MANAGER

2017 - 2019

UNTOLD & Neversea Festivals

- Managed backstage operations for large-scale international music festivals with 100,000+ attendees, ensuring seamless coordination across artist logistics, hospitality, and venue compliance.

PRINT TRAFFIC COORDINATOR

Jun 2013 - Nov 2015

Comedy Cluj International Film Festival

- Oversaw end-to-end international film logistics for a major festival, coordinating 50+ DCP imports, 100+ screenings, and cross-functional operations with 15 distributors and 5 departments.

EDUCATION

MASTER'S DEGREE, PSYCHOLOGY OF WORK, ORGANIZATIONS AND HUMAN RESOURCES

Babeş-Bolyai University

BACHELOR'S DEGREE, INTERNATIONAL RELATIONS AND NATIONAL SECURITY STUDIES

Babeş-Bolyai University

CERTIFICATIONS

Prosci Certified Change Practitioner | Six Sigma Yellow Belt | Emerson Business Academy

VOLUNTEERING

Climate Citizen Lobby | Cleveland Museum of Natural History | AEGEE Europe (Cluj-Napoca Branch)