



Principal biography

Inspiring
Business
Excellence

Crystal Lee

Crystal Lee is a principal with Oliver Wight Americas. Across her career, Crystal has held various leadership positions with power leader Cummins, and healthcare leader Adventist Health System. Crystal has led and supported multiple international deployments of Planning and Control and IBP, some of which achieved Class A.

Most recently, Crystal was with Adventist Health System as Director of Implementation for their system-wide Talent Development Transformation. In this role, Crystal was responsible for managing the alignment between strategy, functional process design, system configuration, training, and change management to ensure the successful launch and adoption of the new process and technology.

For the previous 10 years, Crystal held various roles within Cummins, Inc. in different locations and divisions. Before leaving Cummins, she was Director, Synchronized Business Planning, responsible for their Oliver Wight Integrated Business Planning and Planning and Control efforts in the Components business segment, covering 5 global business units across 20 manufacturing sites. She had responsibility for change management, education, and engagement strategy focused on skill development, process design, and technology enhancements.

As Global Synchronized Planning Program Director, Crystal was the program lead for their Oliver Wight Integrated Business Planning initiative in the Turbo Technologies business unit across six global manufacturing sites. In that role, she led a global, cross-functional

program team to introduce new business processes through diagnostics, design workshops, structured coaching sessions, process assessments, and gap-closure projects.

As Manager, Organizational Development & Performance Management, Crystal led the design, development, translation, delivery, and tracking of their global e-learning program for 18,000 employees in 12 languages. She also managed the enterprise-wide organizational development review and performance management processes and tools. And in the role of Global Project Manager, she was responsible for identification, launch, and tracking of projects to eliminate inter-company arrears.

Before her time in business transformation and program leadership roles, Crystal spent time in Supply Chain operations and various Human Resource functions.

Crystal is an Oliver Wight Certified IBP Overview instructor and earned her Six Sigma Green Belt. She has a BS in Psychology and an MA in Industrial Organization Psychology.



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