



Who We Are

The Onyx Collective Group, LLC is a management advisory firm that helps organizations turn complex priorities into clear decisions, coordinated execution, and measurable value.

Onyx reflects strength, depth, and distinction. Collective reflects how we work and how we grow, bringing together the experience, expertise, and perspectives of diverse professionals across disciplines to help organizations solve challenges and achieve meaningful results.

We work with executives, boards, and leadership teams across Transformation and Finance & Governance Advisory, helping organizations align strategy, operations, resources, technology, governance, and performance.

Our work is grounded in a simple idea: meaningful change happens when the pieces of the organization work together.

Core Capabilities

Strategy & Business Transformation

- Strategy implementation and transformation planning
- Transformation governance and execution
- Program and portfolio management
- Performance management and value realization
- Organizational change and adoption

Operating Model & Process Improvement

- Operating model and organizational design
- Roles, responsibilities, and decision rights
- Business process assessment and redesign
- Process simplification and workflow improvement
- Policies, procedures, controls, and management routines

Finance & Governance Advisory

- Financial management and decision support
- Governance and internal controls

- Management reporting and performance visibility
- Risk, audit, and compliance support
- Resource allocation and investment prioritization

Technology, AI & Digital Transformation

- AI and digital transformation strategy
- AI governance and value realization
- Technology-enabled process improvement
- Business requirements and solution evaluation
- Organizational readiness and adoption

Organizational Effectiveness & Capability Building

- Organizational assessments
- Leadership and stakeholder alignment
- Strategic planning and facilitated working sessions
- Change management and capability development
- Professional and management training

Why Onyx

Integrated Perspective

We connect strategy, operations, finance, governance, people, and technology rather than addressing each challenge in isolation.

Execution Focus

Our work moves beyond recommendations to define the structures, processes, governance, ownership, and implementation requirements needed to achieve results.

Representative Experience

More than 20 years of management consulting, enterprise transformation, operations, finance, governance, and technology-enabled change across Ernst & Young, Pfizer, AstraZeneca, and the public sector.

Designed and implemented global operating models, standardized business processes, governance frameworks, and enterprise technology solutions across complex, highly regulated organizations.

Led transformation portfolios and programs spanning strategy execution, process improvement, organizational effectiveness, digital transformation, AI governance, and value realization.

Deep Transformation Experience

Onyx is led by an executive with more than 20 years of experience across management consulting, global corporations, state governance, and municipal government.

Collaborative Approach

We work alongside leaders and stakeholders to build practical solutions grounded in how the organization operates and what it is capable of sustaining.

Directed financial and portfolio management for multimillion-dollar initiatives, including investment prioritization, resource allocation, performance reporting, and executive decision support.

Developed and implemented AI governance, use-case prioritization, organizational readiness, and value-realization approaches supporting enterprise AI transformation.

Provide public-sector governance and financial oversight through state board leadership and prior elected municipal service, including budget, audit, internal control, organizational effectiveness, and stakeholder decision-making responsibilities.

Company Information

Founder & Managing Principal: Erika L. Fareed, CPA, erikafareed@theonyxcollectivegroup.com

NAICS Codes:

541611 – Administrative Management and General Management Consulting Services

541614 – Process, Physical Distribution, and Logistics Consulting Services

541618 – Other Management Consulting Services

611430 – Professional and Management Development Training

Woman-Owned Business, Prince George's County, Maryland

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