

TIM WILLIAMS

AI WORKFORCE STRATEGY & TRANSFORMATION LEADER

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PROFILE SUMMARY

Enterprise transformation executive with 20+ years directing organizational effectiveness, operating model redesign, workforce strategy, and AI-enabled capability building across 50+ global engagements spanning Fortune 500, Big Four consulting, and SaaS environments. Track record of delivering transformation programs touching 260,000+ professionals across 150+ countries, generating \$55M+ in measurable consulting revenue growth. Trusted C-suite advisor on converting business strategy into workforce and operating model outcomes at enterprise scale. Thrives at the intersection of organizational effectiveness, AI & digital transformation, and enterprise change leadership.

CAREER HIGHLIGHTS

- **Global Operating Model Transformation:** Achieved 99%+ adoption and 95%+ sustained adherence at 12 months across a 12,000-employee specialty chemicals manufacturer in 20+ countries, with zero critical rollbacks.
- **Enterprise Revenue Growth:** Scaled Deloitte's Training Services offering from \$210M to \$265M in 3 years, outpacing the \$400M Change Services portfolio growth rate by 1.7x through AI/ML integration and restructured GTM strategy.
- **Firm-Wide Workforce Architecture:** Architected the skills and workforce transition framework for Deloitte's global SAP S/4HANA Finance Transformation, unifying 260,000 professionals across 150+ countries onto a single operating model.
- **Territory Turnaround and Pipeline Growth:** Grew active sales pipeline value 31x and new logo sales cycles 6.5x within the first year at Orgvue, expanding territory total contract value from \$70K to \$9.6M.
- **Post-Acquisition Cultural Integration:** Designed post-acquisition transformation for a Fortune 50 petroleum refining company, unifying 200+ leaders from 2 legacy cultures into one operating team; set the model as the company's institutional standard.

WORK EXPERIENCE

Independent Strategic Advisor and Expert Content Author Tim Williams Consulting

2023 - Present
Westlake, OH

Engaged as C-level strategic advisor to Wovledge's Founder CEO and Chief Content Officer, shaping platform direction, go-to-market strategy, and expert domain content for a subscription HR strategy platform serving 8,500+ executives globally across 20 industry sectors.

- Created and licensed "Digital Transformation: The Role of HR," a subscription content suite of consulting tools, frameworks, and work accelerators adopted by 8.5K+ HRs globally, expanding the platform into a new cross-functional catalogue segment.
- Shaped platform roadmap and go-to-market positioning across 12 product domains, pitching and securing C-suite buy-in for expanded content themes and bolt-on blog and LinkedIn launch promotion strategies.

Enterprise Account Executive and Strategic Workforce Advisor Orgvue

2024 - 2026
Philadelphia, PA

Directed Great Lakes territory sales strategy for a workforce planning and organizational design SaaS platform, partnering with C-level buyers across 3500 enterprise accounts. Also elected by North American VP of Enterprise Sales and VP of Partnership Ecosystems.

- Grew active pipeline value 31x and volume of new logo sales cycles 6.5x within the first year by repositioning territory strategy, rebuilding account engagement, and reactivating dormant enterprise relationships across the Great Lakes region.
- Designed and deployed a standardized pricing calculator aligning pricing practices across 6 global revenue generating business units.
- Championed adoption of AI-enabled seller research and discovery tools, reducing weekly account research time by 10 hours per person

Human Capital Consulting Leader and Strategic Workforce Advisor Deloitte Consulting

2009 - 2023
Cleveland, OH

Senior delivery leader within Deloitte's \$350M Change Services portfolio, accountable for \$25-50M transformation programs across Fortune 500 and global enterprise clients. Operated at the intersection of operating model design, workforce strategy, and enterprise technology adoption, with full ownership from pre-sales through sustained value realization.

- Scaled the Training Services offering from \$210M to \$265M in 3 years by embedding AI/ML and digital automation into service delivery and restructuring the GTM approach, outpacing the broader \$400M Change Services portfolio growth rate by 1.7x.
- Architected and delivered the operating model transformation and change adoption program for a 12,000-employee global specialty chemicals manufacturer across 20+ countries, achieving 99%+ adoption across two releases and sustaining 95%+ process adherence at 12 months with zero critical rollbacks.

- Designed the skills and workforce transition framework for Deloitte's internal SAP S/4HANA Finance Transformation, unifying 260,000 professionals across 150+ countries onto a single operating model and establishing the foundation for firm growth from \$36.8B to \$47.6B in revenue.
- Appointed Consulting Human Capital Leader across 4 Power and Utilities portfolio accounts; named AI and Virtual Reality Lead for the Change Services market offering
- Directed the post-acquisition transformation for a Fortune 50 petroleum refining and logistics company, unifying 200+ leaders from two legacy cultures into a single operating team aligned to the CEO's multi-year integration roadmap. The model became the company's institutional standard for all future acquisitions.
- Established a Sales Center-of-Excellence within the market offering, standardizing replicable sales methodology, contracting language, scoping tools, and resource capacity support for 800+ billable practitioners.
- Coached 12 junior staff members across multiple years, earning renewal pairing assignments and guiding talent development, performance management, and career navigation within the Firm.

Finance Technology Consultant
BearingPoint, Inc.

2006 - 2009
Cleveland, OH

Advised tier-1 banking and federal financial services clients on technology strategy, enterprise architecture, and business process optimization across multi-million-dollar IT and ERP implementations serving more than 25 client accounts and government agencies.

INDUSTRY & PRACTICE LEADERSHIP

Named leadership roles held concurrently within primary positions:

- AI and Virtual Reality Lead, Change Services Market Offering, Deloitte Consulting
- Human Capital Intersection Lead, Power and Utilities Industry Segment, Deloitte Consulting
- Human Capital Alternative Energies and Renewables Lead, Power and Utilities, Deloitte Consulting
- Consumer Goods Partner Industry Co-Lead (Pilot Program), Orgvue

THOUGHT LEADERSHIP

- **Published Article**, Wowledge HR Strategy Digital Platform (2025): "Strategic Workforce Planning: Navigating the Present and Preparing for the Future"
- **Licensed Content Suite**, Wowledge HR Strategy Digital Platform (2024): "Digital Transformation: The Role of HR"
- **Conference Speaker**, Kent State University, Meonske Professional Development Conference (2023): "The Future of Work in Accounting and Finance"
- **Conference Speaker**, Oracle OpenWorld Technology Conference (2019): "Moving to Self-Sufficiency in a Cloud World"

EDUCATION

MBA, Finance and Accounting | Keller Graduate School of Management, DeVry University
B.S., Human Ecology | The Ohio State University, Columbus, Ohio
Alternative Investments | Harvard Business School

CERTIFICATIONS

Google Cloud Digital Leader | Google Cloud Platform
Project Management Professional (PMP) | Project Management Institute

SKILLS

Transformation and Organizational Effectiveness: Enterprise Transformation, Workforce Transformation, Organization Design, Operating Model Redesign, Change Management (ADKAR), Post-Acquisition Integration, Cultural Alignment

Workforce Strategy and AI Enablement: Strategic Workforce Planning, AI/ML Adoption Strategy, Digital Transformation, Workforce Analytics, Training and Workforce Enablement, AI and Virtual Reality Integration

Executive Leadership and Advisory: C-Suite Stakeholder Management, Talent Development and Coaching, Practice Growth Strategy, Go-To-Market Strategy, Commercial Deal Structuring, Strategic Communications

Platforms and Methodologies: Oracle Cloud, Oracle HCM, SAP S/4 HANA, SuccessFactors, Workday (HCM, Adaptive, Org Studio), ServiceNow; WalkMe, Enablenow, Oracle Guided Learning, ChangeScout by Deloitte, Orgvue, Orgvue Henshaw, Data-Driven Organizational Design Wowledge, Salesforce, Einstein, Trailhead, Salesmotion, SAP Activate/RISE, PROSCI/ADKAR, Deloitte D3 Org Design Methodology, Writer, Claude Cowork, Microsoft Copilot, Google Cloud Platform,