

# Eric S. Blaylock

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## Senior Executive – Global Workforce Transformation & Human Capital Leader

Enterprise HR and workforce transformation executive with 24 years leading global people initiatives spanning skills-based workforce models, job architecture governance, talent modernization, HR technology, and AI-enabled people analytics. Proven ability to design, harmonize, and operationalize global skills frameworks and job architectures at scale, partner with senior leaders across HR and business functions, and embed skills into core people practices to drive workforce agility, capability development, and strategic outcomes.

Recognized advisor to CHROs, boards, and executive leadership teams with deep experience across global operating models, workforce intelligence, and large-scale people and organizational transformation.

### Executive Strengths

- Global Skills & Job Architecture Governance
- Skills Frameworks, Taxonomies & Lifecycle Mgmt.
- Enterprise Workforce & Talent Strategy
- HR Technology Transformation
- AI-Enabled Skills Intelligence & Workforce Analytics
- Executive & Board Advisory
- Large-Scale Global Change Leadership
- Cross-HR Domain Integration
- Global Operating Models & Centers of Excellence

### Industry Expertise

Public Sector ● Federal ● State & Local ● Technology ● Financial Services ● Professional Services  
Telecom ● Nonprofit ● Consumer Goods ● Energy

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### Professional Experience

#### Strategic Human Capital Partners LLC

##### Managing Partner

Washington, DC

September 2023 to Present

Founder and leader of a boutique business advisory firm supporting organizations in skills-based workforce strategy, HR operating models, and HR transformation, with a focus on scalable frameworks and executive adoption.

- Originate and lead engagements generating \$600K–\$1M annually through leadership advisory, strategic planning, HR modernization, and transformation programs
- Advise boards, CHROs, and operating executives on skills governance, workforce agility, and future capability needs
- Design global workforce frameworks integrating skills, roles, and career pathways aligned to business strategy
- Partner with HR leaders to embed skills into talent management, workforce planning, and learning ecosystems
- Build trusted long-term advisory relationships across public, nonprofit, and commercial sectors

#### Tata Consultancy Services (TCS)

##### Business Consulting Executive, Human Capital Management

Washington, DC

December 2020 to August 2023

US Lead for Human Capital capability in the HiTech Unit; senior advisor driving enterprise transformation strategy, HR modernization, and digital solution development.

**Revenue Impact:** Generated \$3.5M annually through new pursuits, capability development, and account growth.

#### Selected Contributions

##### *Engagement Lead – Large US-based global professional services firm:*

- Led global HR modernization programs incorporating skills, role clarity, and workforce capability **assessments**
- Advised CHROs on skills-aligned talent models, workforce design, and digital HR ecosystems
- Directed multi-region teams delivering process harmonization, job and role analysis, and automation enablement
- Established data-driven approaches to workforce insights, capability gaps, and future skills demand
- Authored thought leadership on HR transformation, automation, and workforce evolution

**Deloitte Consulting**  
**Management Consulting Executive**

Organizational Transformation Lead delivering enterprise HR and operating model transformation for global financial services clients.

**McLean, VA**  
**January 2020 to August 2020**

**Selected Contributions**

**Senior Management Consultant** – *US based global investment bank:*

- Led board-visible change and transformation programs impacting 11K+ employees
- Integrated talent, learning, and workforce considerations into large-scale digital initiatives
- Partnered with executive leadership to align workforce capabilities with enterprise strategy

**Microsoft**  
**Technology Solution Advisor, Human Capital Solutions**

Senior advisor to CHROs and CIOs on talent platforms, skills visibility, cloud solutions and adoption, and workforce transformation.

**New York, New York**  
**February 2018 to January 2020**

**Revenue Impact:** Influenced \$3–4M in annual revenue within the FSI Applications business through account strategy, solution advocacy, and value positioning.

**Selected Contributions**

**Account Relationship Manager and SME** – *Multiple clients in financial service group*

- Served as HCM SME supporting enterprise talent and skills solutions
- Delivered executive briefings to customer CHROs, C-Suite Talent Management executives and other HR business decision makers on talent intelligence, skills development and employee experience
- Supported global HR technology adoption across financial services clients

**Accenture LLP**  
**Technology and Management Consulting Executive**

Executive consultant leading HR transformation, technology enablement, and organizational change advisory for Fortune 500 and public sector clients.

**Washington, DC**  
**March 2011 to August 2017**

**Revenue Impact:** Delivered and supported \$2–3M in annual consulting revenue through enterprise account management and expansion.

**Selected Contributions**

**Engagement Lead** – *Global Luxury Retailer*

- Engagement Lead for multi-phase SAP SuccessFactors system implementation rolling out to three global regions (US & Canada, Europe, and Asia) and impacting ~10,000 employees
- Collaborated with CHRO and other C-Suite stakeholders to assess the overall business and human capital strategies
  - Architected an aligned leadership vision and strategy for HCM transformation
- Built and scaled overall project plans and oversaw milestone completion
- Directed close collaboration with on-shore and off-shore workstream leads and developers, client counterparts and Accenture executive leadership
- Oversaw all project human resources, financials, risks, and issues
- Accelerated sales of added modules that were not involved in the original sale
  - Orchestrated pre-sales workshops designed to inform client discovery and solution visioning
- Steered the Accenture effort to advise the client in developing a firm-wide OCM strategy

**Relationship Manager and Project Lead** – *Global energy provider:*

- Assembled and stood up a multi-disciplinary, cross functional consulting team to deliver HR strategy and operations consulting services
- Partnered with the business General Manager, the Senior Leadership Team and project team members to develop and maintain an integrated project plan accounting for HR, IT, real estate, and construction work streams
  - Enabled efficient coordination for overall project delivery, on time and on budget
- Designed strategy to manage risks and issues and oversaw plan execution
- Directed the development of a comprehensive communication strategy and monitored communication plan execution
  - Oversaw communications impacting more than 16,000 staff at six different U.S. locations

- Developed and presented a comprehensive set of recommendations to leadership for managing change associated with future growth

**Agency Readiness Lead – US state government client:**

- Directed day-to-day management of the Agency Readiness Team (OCM)
- Led the planning and oversaw execution of monthly Change Agent Network meetings
- Orchestrated the planning and development for the execution of a series of business process workshops
  - Showcase the “to-be” business processes
  - Recommended considerations for agencies to navigate the new system launch successfully
- Supervised the development of a readiness tracking tool
  - Managed junior consultants to produce a series of readiness assessments
  - Highlighted progress of all in-scope agencies at any given point in time

**Management Consulting Executive – National pharma client:**

- Directed the development, authoring and execution of the overall global training approach for HR tech transformation
  - Defined how 85,000 end-users would be trained to work successfully in the new enterprise-wide systems
- Partnered with the client Learning and Development executive and the project functional team leads
  - Developed a comprehensive training plan that detailed training needs and established a training curriculum to address those needs
- Directed on shore and offshore instructional designers to translate training needs into course designs.
- Partnered with client Learning and Development Executive Director to gain buy-in across the organization and promote acceptance of the new environment

**Independent Executive Consultant  
Principal/Founder**

**Washington, DC  
July 2008 to Present**

Founder and Principal Consultant of an independent consulting firm providing advisory services to public sector and mission-driven organizations focused on workforce strategy, transformation, and organizational effectiveness.

**Early Career Roles**

- **Management Consultant, IBM Corporation - 2006 to 2008**
- **Director of HR and Chief of Staff. Communication Technologies (ComTek) – 2004 to 2006**
- **Sr. Consultant, Booz Allen Hamilton – 2001 to 2004**

**Thought Leadership & Market Visibility**

- Published multiple human capital and organizational development white papers and executive briefs for TCS
- Delivered webinars, client forums, and fireside chats on transformation, talent strategy, automation and people experience
- Current white papers available at: [esblaylock.com](http://esblaylock.com)

**Board and Community Leadership**

**Greater Greater Washington  
Board Director**

**Washington, DC  
Sept 2021 to Present**

Executive Officer responsible for the strategic direction and governance.

- **Chair:** Executive and Governance Committees

**Van Ness Elementary School  
Math and Reading Tutor**

**Washington, DC  
Sept 2023 to Present**

**Education • Certification • Professional Development**

- **Graduate Studies, Certificate:** Corporate Governance; Wharton Business School, University of Pennsylvania

**2023**

- **Graduate Studies, Certificate:** Organization Development and Leadership; Carey Business School, Johns Hopkins University **2001**
- **Undergraduate, Bachelor of Arts:** Communication; University of Tennessee **1996**

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### Recent Advanced Study

- **Vanderbilt University: Certificate,** Agentic AI and AI Agents for Leaders **2025**
- **Special Competitive Studies Project: Certificate,** Artificial General Intelligence in National Security **2025**
- **Politecnico di Milano: Certificate,** Ethics of Artificial Intelligence **2025**
- **Microsoft: Certificate,** Dynamics 365 Fundamentals **2019**
- **Microsoft: Certificate,** Dynamics 365 for Talent **2019**
- **INSEAD/Microsoft: Certificate,** Value Negotiation **2018**

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### Technology & Platforms

SAP SuccessFactors ● MS Dynamics 365 (Talent) ● Workday ● Workforce Analytics Platforms ● Avature Cloud ● Generative AI ● AI/LLM Tools