

Eric S. Blaylock

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Consulting Executive – Human Capital | Organizational Design & Workforce Transformation

Organizational design and workforce transformation consulting leader with 24 years advising global enterprises on operating model design, organizational restructuring, workforce strategy, and capability-based workforce architecture. Proven track record leading large-scale organizational design engagements aligning organizational structures, governance models, and workforce capabilities to business strategy and operating model objectives.

Trusted advisor to CHROs and executive leadership teams, with extensive experience leading consulting engagements from organizational assessment through design and implementation. Leverages workforce analytics, HR technology, and AI-enabled insights to inform organization design decisions, optimize workforce effectiveness, and drive enterprise performance.

Business Consulting Strengths

- Enterprise Strategy + People Strategy Alignment
- HCM Transformation | Workforce & Talent Strategy
- Large-Scale Change Leadership | Culture Integration
- HR Technology Advisory
- Digital Enablement & Automation | AI in HR
- C-Suite Advisory | Board Governance Influence
- Practice Leadership | Market Development
- Leadership Development

Organizational Design Strengths

- Operating Model Design and Implementation
- Organizational Structure and Governance Design
- Workforce Strategy and Capability Mapping
- Organizational Effectiveness Optimization
- Enterprise Organisation Design
- Job Architecture and Skills-Based Workforce Design
- Organizational Assessment and Workforce Analytics

Industry Experience

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

Professional Experience

Strategic Human Capital Partners LLC Managing Partner

Washington, DC
September 2023 to Present

Founder and Managing Partner of a boutique consulting firm delivering human capital strategy, workforce transformation, organizational design, and operating model transformation consulting engagements to commercial, government, and nonprofit clients, aligning organizational structures, governance models, and workforce capabilities to strategic objectives.

- Originate and lead engagements generating \$400K–\$600K annually through leadership advisory, strategic planning, HR modernization, and transformation programs
- Advise boards, CHROs, and operating executives on workforce strategy, organizational effectiveness, and performance enablement
- Lead portfolio of transformation initiatives ranging from organizational assessments, workforce planning, HR modernization, culture interventions, and HR technology integrations
- Build long-term client relationships across DC Government agencies, nonprofit leaders, public sector entities, and commercial organizations

Tata Consultancy Services (TCS) Senior Business Consultant, HCM

Washington, DC
December 2020 to August 2023

US Human Capital consulting leader responsible for organizational design, workforce strategy, and HR transformation engagements within the HiTech sector.

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

Selected Responsibilities and Results

Workforce Transformation Engagement Lead – US-based global professional services firm:

Eric S. Blaylock

- Served as the people and organization workstream lead, subject matter expert and client account lead
 - Initial sales and continued client relationship management
- Led a project team to analyze a professional services client's current HR processes, technology landscape and HR functions
- Led organizational assessment of HR operating model, workforce processes, and organizational structure across eight functional domains
- Designed future-state workforce automation and operating model improvements
- Managed a project budget of over \$10M
- Led a team of onshore and offshore TCS resources totaling 12 FTEs with an additional fifteen client counterparts
- Realized client value of 75,184 person-hours saved (~40FTEs) and potential client savings of \$1.17M saved through automation

Workforce Strategy Lead – US-based global staffing firm:

- Led human capital and organizational design workstream for \$3.5M enterprise digital transformation engagement
- Assessed workforce capabilities, organizational structure, and business operating model across five business groups
- Designed workforce transformation roadmap identifying 26 organizational and workforce optimization initiatives
- Developed organizational change strategy enabling successful enterprise-wide transformation implementation

Deloitte Consulting

Senior Manager, Organizational Transformation

McLean, VA

January 2020 to August 2020

Organizational Design and Transformation leader responsible for operating model design, organizational restructuring, organizational change management, and workforce transformation initiatives supporting enterprise IT and business transformation.

Selected Responsibilities & Results

Organizational Design and Change Lead – US based global investment bank:

- Spearheaded a blended organization design and change management team consisting of client and Deloitte team members for a \$17M, multi-phased IT transformation engagement for one of the US's largest banks
- Drove all aspects of the organization design and OCM workstreams including estimating, staffing, budgeting, and overseeing delivery
- Accelerated business development efforts for \$3M Org. Change Management capability assessment engagement

Microsoft

Senior Solution Advisor, Human Capital Solutions

New York, New York

February 2018 to January 2020

Senior advisor to CHROs and CIOs within financial services sector on workforce transformation, HR technology strategy, and organizational effectiveness.

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

Selected Responsibilities & Results

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

- HCM SME within Microsoft Financial Services Industry (FSI) Business Applications Business
 - Supported business unit contributing to ~\$103M in overall revenue for FY 2019; a total of 106% attainment
- Provided advisory services on workforce strategy, HR operating model transformation, and digital talent solutions
- Delivered executive briefings to customer CHROs, C-Suite Talent Management executives and other HR business decision makers on workforce modernization and effectiveness
- Supported enterprise workforce transformation sales initiatives for Microsoft workforce analytics, productivity and technology-enabled organizational effectiveness solutions

Accenture LLP

Senior Manager

Washington, DC

March 2011 to August 2017

Led organizational design and HR transformation initiatives including workforce restructuring, operating model alignment, governance design, and capability mapping to support enterprise technology and business transformation. Built, and managed blended teams of onshore, offshore and client resources to drive toward project objectives and Accenture revenue goals.

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

Selected Responsibilities & Results

Organization and Change Lead – *Global luxury retail brand:*

- Led change and org design efforts supporting SuccessFactors system implementation rolling out to three global regions (US & Canada, Europe, and Asia) and impacting ~10,000 employees
- Built and scaled overall project plans and oversaw milestone completion for Org and Change workstream
- Managed day-day activities for onshore and offshore resources, and collaborated with overall engagement lead and client counterpart on project activities and milestone completion
- Designed future-state HR operating model, politics and processes and HR Operating model
- Accelerated sales of additional 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

Organization Design Lead – *Global energy provider:*

- Assembled and stood up a multi-disciplinary, cross functional consulting team to deliver 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 IT, real estate, construction, and HR work streams
 - Enabled efficient coordination for overall project delivery, on time and on budget
- Designed and delivered organizational governance and workforce transition strategy supporting enterprise growth
- Advised executive leadership on organizational effectiveness and workforce strategy
- Directed the development of a comprehensive communication strategy and led communication plan execution impacting 16,000 client staff at six different U.S. locations

Organization Change and Workforce Transformation Lead – *US state government client:*

- Directed day-to-day management of the Agency Transformation Readiness Team
- Designed workforce transition plans, organizational readiness frameworks and governance models
- 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
- Led the planning and oversaw execution of monthly Change Agent Network meetings

Learning and Development Lead – *National pharma client:*

- Led the development, authoring and execution of the overall training approach
 - 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
- Managed 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

Founder and Managing Partner of a boutique consulting firm delivering human capital strategy, workforce transformation, organizational design, and operating model transformation consulting engagements to commercial, government, and nonprofit clients, aligning organizational structures, governance models, and workforce capabilities to strategic objectives.

Washington, DC

July 2008 to Present

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 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
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Board and Community Leadership

Greater Greater Washington

Director

Executive Officer responsible for the strategic direction and governance.

- **Chair:** Executive and Governance Committees

Washington, DC

Sept 2021 to Present

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**

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