

Eric S. Blaylock

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Consulting Executive | AI Evaluation & Enterprise Transformation | Human Capital Strategy

Enterprise transformation executive with 20+ years advising CEOs, CHROs, and boards on redesigning work around artificial intelligence. Blends big-firm consulting rigor (Accenture, IBM, Booz Allen, Microsoft, TCS) with firsthand experience at the frontier of enterprise AI — helping design realistic simulations used to train and evaluate advanced AI agents on complex, real-world consulting work. Translates AI capability into disciplined, evidence-based adoption that produces measurable results — 20–35% efficiency gains and significant cycle-time reduction. Published voice on AI in workforce strategy, organizational agility, and the future of work.

CORE CAPABILITIES

Strategic Problem Solving & Case Structuring • **Hypothesis-Driven Analysis** • **AI-Assisted Workforce & Operating Models**
Market & Industry Research • **Organizational Diagnostics** • **Human Capital Strategy & Digital Transformation**
Evaluation & Benchmarking Frameworks • **Board Governance & AI Oversight** • **Structured Communication**

PLATFORMS AND TECHNOLOGIES

AI & Emerging Technology: Large Language Models (ChatGPT, Claude, Copilot, Gemini) • Agentic AI & AI Agents • AI Model Evaluation & Prompt Engineering • Responsible AI / AI Governance • Workflow Automation (Zapier)
HCM & Enterprise Platforms: Workday • Microsoft Dynamics 365 (Talent) • SAP SuccessFactors • Avature • TxP

MARKET SECTORS & INDUSTRIES

Private Sector • Federal Government • State & Local Government • Non-Profit
Technology • Financial Services • Telecommunications • Professional Services • Consumer Goods • Energy

PROFESSIONAL EXPERIENCE

Strategic Human Capital Partners LLC *Managing Partner*

Washington, DC
September 2023 to Present

Managing Partner and CEO of a boutique consulting firm I founded in 2008, specializing in workforce strategy, digital HR transformation, and organizational effectiveness. Lead engagements that integrate structured consulting frameworks, AI-enhanced solutions, and organizational change management methodologies to drive measurable outcomes.

Key Achievements:

- Contributed subject-matter expertise to the design of realistic consulting simulations used to train and evaluate advanced AI agents — informing where AI reasoning adds value and where it falls short in professional work.
- Led enterprise workforce and HR transformations achieving 20–35% efficiency gains and reducing process cycle times across major functions.
- Designed and implemented digital strategies supported by cloud HCM and emerging AI tools.
- Conducted complex diagnostic assessments using structured consulting problem-solving and standardized evaluation rubrics.
- Advised CEOs, CHROs, and senior leaders on linking talent strategy with operating models, financial outcomes, and organizational performance.

Tata Consultancy Services (TCS) *Business Consulting Executive, HCM*

Washington, DC
December 2020 to August 2023

North America lead for the HiTech Industry HCM practice. Directed multi-million-dollar transformation initiatives focused on automation, process optimization, and future-of-work strategy.

Representative Projects:

- **Process & Automation Assessment (8 HR Domains):** Led structured analysis across process maturity, automation feasibility, and technology rationalization — delivering 75,184 hours saved and ~\$1.17M in efficiency gains.
- **Digital Roadmap for Global Staffing Firm:** Created structured evaluation frameworks across 6 talent domains and identified 26 strategic initiatives.
- **Designed assessment models, evaluation rubrics, and hypothesis-driven workstreams** aligned with client transformation priorities.

Deloitte Consulting
Management Consulting Executive

McLean, VA
January 2020 to August 2020

Organizational Transformation Lead for large-scale digital and IT transformations. Specialized in structured problem-solving and analytical frameworks to guide clients through complex operating model change.

Representative Projects:

Senior Management Consultant – US-based global investment bank:

- Led a blended organization 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. Led all aspects of the OCM workstream including estimating, staffing, budgeting, and overseeing delivery.
- Drove business development efforts for a \$3M Org. Change Management capability assessment engagement for a global technology company. Efforts included initial positioning, proposal development and winning oral presentations.

Microsoft
Technology Solution Advisor, Human Capital Solutions

New York, New York
February 2018 to January 2020

Recruited as Technology Solution Advisor within Microsoft's commercial cloud and enterprise application business, specializing in Microsoft Dynamics 365 for Talent (HR) and Dynamics 365 for Sales. Partnered with CHROs and CIOs within the financial services industry on new Microsoft technology designed to transform their businesses across Human Capital Management, Customer Engagement, and Connected Operations lines of business.

Representative Projects:

Account Relationship Manager and SME – Multiple clients in financial services group:

- HCM SME within Microsoft Financial Services Industry (FSI) Business Applications Business, which delivered ~\$103M in overall revenue for FY 2019 — a total of 106% attainment.
- Achieved 106% sales attainment in cloud-based products for FSI while serving as the SME for the Microsoft Talent Management application on all customer engagements for FY 2019.
- Delivered multiple briefings to customer CHROs, C-Suite talent management executives, and other HR business decision makers on key trends in talent management, candidate/employee experience, and related technology solutions.
- Developed and delivered internal briefings and product demonstrations to Microsoft FSI Solutions Sellers and Account Executives to enable compelling customer conversations around talent management and candidate/employee experience.

Accenture LLP
Technology and Management Consulting Executive

Washington, DC
March 2011 to August 2017

Executive management consultant within Accenture's Human Capital Technology Practice specializing in cloud-based human capital management technology system sales and implementation for commercial clients. Worked with global Fortune 500, mid-sized multinational, and US-based regional clients on their most challenging technology problems in the HR space. Additionally served as a management consulting executive within Accenture's Talent Strategy and Organization practice, helping clients implement complex ERP and systems integration projects designed to optimize strategic business objectives, mitigate risk, and drive sustainability.

Representative Projects:

Engagement Lead – Luxury global retail brand:

- Partnered with the client's CHRO, Transformation Lead, and Sr. IT executives to architect a multi-phase SAP SuccessFactors system implementation rolling out to three global regions (US & Canada, Europe, and Asia) and impacting ~10,000 employees.
- Collaborated with the CHRO and other C-Suite stakeholders to assess overall business and human capital strategies and to create an aligned leadership vision and strategy for HCM transformation.
- Constructed overall project plans and oversaw day-to-day task completion through close collaboration with on-shore and offshore workstream leads and developers, client counterparts, and Accenture executive leadership.
- Managed all project human resources, financials, risks, and issues.
- Participated in sales of additional modules beyond the original sale; orchestrated and helped lead pre-sales workshops designed to inform client discovery and solution architecting.
- Led the Accenture effort to advise the client in developing a firm-wide organization change management strategy.

Relationship Manager and Project Lead – Global energy provider:

- Assembled and stood up a multi-modal, cross-functional consulting team to deliver strategy and operations consulting for the client.
- Partnered with the business General Manager, Senior Leadership Team, and project team members to develop and maintain an integrated project plan accounting for IT, real estate, construction, and HR workstreams, enabling efficient coordination for on-time, on-budget delivery.
- Authored a risk-and-issue management strategy and executed it by partnering with facilities, real estate, IT, and leadership, resulting in the project being delivered on time and on budget.
- Directed the development and tactical execution of a comprehensive communication plan, delivering organization-wide communications impacting more than 16,000 staff at six U.S. locations.

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

Project Leader and User Adoption Lead – Foreign government client:

- Led the overall user readiness workstream (OCM), a blended team of eight, for the implementation of a suite of Microsoft digital communication tools (Office 365, Yammer, Skype for Business, Microsoft Teams).
- Architected the user adoption strategy for an enterprise-wide collaboration tool, including communications strategy, marketing campaign, rollout, post-rollout governance, and post-launch adoption metrics — achieving more than two-thirds of the company (30,000) signed up as active Yammer users.
- Directed hands-on training in large formal and small informal settings for managers and conducted one-on-one training for senior executives, including the CEO.
- Worked with executive-level stakeholders to build and guide a program-wide change network to cascade messages throughout the company for each initiative.

Agency Readiness Lead – US state government client:

- Directed day-to-day management of the Agency Readiness Team (OCM) consisting of six senior professionals.
- Led the planning and execution of monthly Change Agent Network meetings of approximately one hundred mid-to-senior-level participants each.
- Oversaw the planning and development of a series of Business Process Workshops showcasing the “to-be” business processes and highlighting considerations for agencies to successfully negotiate the new system launch.
- Supervised the development of a readiness tracking tool used to produce readiness assessments highlighting the 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 training approach defining 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 project Functional Team Leads to develop a comprehensive training plan and curriculum addressing identified needs.
- Directed on-shore and offshore instructional designers to translate training needs into course designs and storyboards for web-based, instructor-led, and webinar training courses.
- Partnered with the client Learning and Development Executive Director to gain organization-wide buy-in and promote acceptance of the new environment.

Strategic Human Capital Partners LLC

Principal and Founder

Washington, DC

July 2008 to March 2011

Founder of Strategic Human Capital Partners and Principal Consultant providing advisory services to public sector and mission-driven organizations focused on workforce strategy, transformation, and organizational effectiveness.

EARLY CAREER ROLES

IBM Corporation — 2006 to 2008, Management Consultant: Led small teams delivering projects for Fortune 500 companies and Federal Government agencies in HR strategy, talent management, HR transformation, workforce transformation, HR business process redesign, and organization change management.

Communication Technologies (ComTek) — 2004 to 2006, Director of HR and Chief of Staff: Reporting to the President and CEO, provided strategic direction and operational support for full life-cycle HR functions for over one thousand employees across fifty states, the US Virgin Islands, and Puerto Rico.

Booz Allen Hamilton — 2001 to 2004, Sr. Consultant: Developed and led multiple organizational change initiatives targeting sourcing and recruiting, general management, training and development, and communication, with a focus on diversity as part of the Board of Directors' firm-wide Diversity Transformation Initiative.

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
<i>— Recent Advanced Study —</i>	
Politecnico di Milano: Certified – Ethics of Artificial Intelligence	2025
Special Competitive Studies Project (SCSP): Certified – AI + AGI in National Security	2025
Politecnico di Milano: Certified – Technologies and Platforms for AI	2025
Vanderbilt University: Certified – Agentic AI and AI Agents: A Primer for Leaders	2025
Microsoft: Certified – Dynamics 365 Fundamentals	2019
Microsoft: Certified – Dynamics 365 for Talent	2019
INSEAD / Microsoft: Certified – Value Negotiation	2018

AI THOUGHT LEADERSHIP & PUBLICATIONS

- [Transforming Talent Management with AI: The Future is Here](#)
- [Workforce Planning in the AI Era \(Parts 1 & 2\)](#)
- [Organizational Ambidexterity: Scaling Innovation Without Losing Discipline](#)
- [Beyond Change Management: Building a Culture of Agility and Continuous Adaptation](#)

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MILITARY SERVICE

U.S. Air Force Veteran — Tactical Air Control Party (TACP), 25th Air Support Operations Squadron.

BOARD AND COMMUNITY LEADERSHIP

Greater Greater Washington

Director | Chair, Executive & Governance Committees

Executive Officer responsible for the strategic direction of this non-profit organization.

Van Ness Elementary School

Math and Reading Tutor

Washington, DC
Sept 2021 to Sept 2023

Washington, DC
Sept 2023 to Present