

# TOM DAVIS

1159 Cedar Blvd.  
Pittsburgh, PA 15228

412-343-0987  
thd21@pitt.edu

**SUMMARY** Senior leader with over 20 years of diverse Fortune 500 experience across multiple industry sectors, a passion for teaching and education at Katz, and a demonstrated record of success driving strategy, process improvement, and complex cross-functional problem solving

**WORK EXPERIENCE UNIVERSITY OF PITTSBURGH – KATZ GRADUATE SCHOOL OF BUSINESS**

**Instructor – Management Simulation** 2018-Present

- Instructor in the full-time, Professional MBA (PMBA), and Masters of Science in Pharmacy Business Administration (MSPBA) Management Simulation courses

**Board Member/Chair – Management Simulation (Volunteer)** 2017-2018

- Board member and chair for student teams in the PMBA Management Simulation course

**Visiting Scholar in Business Administration – Consulting Field Project (Volunteer)** 2013-Present

- BNY Mellon client executive for an MBA student team engagement (Fall 2017)
- Executive coach in Bud Smith's Consulting Field Project (CFP) Course for MBA student teams with Eaton, American Textile, Dick's Sporting Goods, and others (Fall 2013-Spring 2016)

**BNY MELLON** 2013-Present

**Chief of Staff, Technology Services Group**

- Run the Office of the CIO for BNY Mellon's 2,500+ person technology infrastructure organization (data centers, networking, compute, etc.) with presence in 60+ global locations
- Direct the product management, communications, and workforce development functions
- Liaise closely with HR, Finance, and the Project Management Office (PMO)

**Director, Digital Workplace Technology Product Management**

- Led the team responsible for Digital Workplace product management, communications, portfolio management, and risk and compliance for over 50,000 employees
- Oversaw of a network of nearly 1,000 Digital Workplace champions, 50 ambassadors, and a Predictable Feature Release Program with 3 cycles yielding 100+ features per year
- Drove measurement, governance, and results through 12+ annual executive committee and senior advisory board forums, user experience surveys, and external industry benchmarking

**Vice President, Operations Strategy Specialist**

- 2015 BNY Mellon STAR award winner (Top 0.1% of all employees)
- Led the project team to identify \$4-7M in cost savings for a core corporate function by leveraging process efficiency and automation as well as resource and location strategy
- Led the project team that worked to improve internal processes and remediate external pain points for a client representing \$30M in revenue
- Co-led the project team that drove organizational redesign recommendations for a core corporate function impacting over 1,000 FTE

**FEDEX GROUND** 2007-2013

**Strategic Planning Advisor**

- Established and validated hypotheses and strategic direction based on extensive quantitative and qualitative analysis of emerging internal and external trends for executive leadership
- Drove detailed design and ongoing implementation of corporate sustainability strategy representing \$100M in opportunity
- Developed operational, economic, and market recommendations to address emerging competitive trends for a fast growing \$900M business segment
- Provided thought leadership by applying broad understanding of the business and external environments in the restructuring and reset of a core organizational capability

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## **Manager, Human Resources Information Systems (HRIS)**

- 2012 FedEx Ground Five Star award winner (Top 0.1% of all employees)
- Led the department responsible for all HR technology systems for over 40,000 employees with a team diverse in gender, race, and national origin and backgrounds in HR, Engineering, and IT
- Consulted and drove vision and strategy for HR systems including alignment across operating companies with business owners, IT, Legal, Finance, Purchasing, and executives
- Oversaw nearly 30 different systems and over 20 associated vendors covering core HR, talent acquisition, learning management, performance management, and self service
- Took responsibility for merging two departments, including setting strategy and goals, focusing employee development, and integrating quality principles into daily operations

## **Manager, Learning Design and Development**

- Led the department responsible for training development, instructional design, and learning/performance systems management and strategy for over 10,000 employees
- Designed a revitalized department balanced scorecard including strategy, objectives, and measures to focus, align, and drive performance
- Took responsibility for integrating another department including taking on staff, refining and aligning job roles, and establishing metrics and a dashboard to drive improvements
- Introduced and managed the successful launch of the company's first blended leadership development program delivered through a mix of traditional and virtual classroom
- Increased HR involvement on the executive-level Corporate Sustainability Committee

## **Learning and Development Project Specialist**

- Co-led the FedEx Ground core team that collaboratively developed and launched the first enterprise-wide experience-based learning (EBL) leadership development program for over 20 high-potential executives from across all the FedEx operating companies
- Performed project management and instructional design and development for numerous training projects that supported operations within the department and the company

## **PENN STATE UNIVERSITY**

2005-2007

**Instructional Designer - Master in Homeland Security for Public Health Preparedness**

## **AMERICAN FAMILY INSURANCE**

2002-2005

**Various Corporate University Roles**

## **COUNCIL TRAVEL**

1997-2001

**Various Sales, Branch Management, and Training Roles**

## **EDUCATION UNIVERSITY OF PITTSBURGH**

**Master of Business Administration (MBA)**

2011

- 4.0 GPA | Consulting field project for multinational client with \$13 billion in annual revenue

## **PENN STATE UNIVERSITY**

**Graduate Certificate in Supply Chain Management**

2011

- 4.0 GPA | Coursework in supply chain, transportation and distribution, and procurement

## **PENN STATE UNIVERSITY**

**BS in Secondary Education, BA in German**

1996

- 3.8 GPA | University Scholars Program and study abroad in Germany