

THOMAS (“TOM”) C. REYNOLDS

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EXPERIENCE

Over thirty-five years of Consulting experience in the area Talent Management and Development, Executive Search and Coaching, Manufacturing Operations, Supply Chain Management, IT Strategy and Transformation.

Demonstrated success in Global Business Transformation focused on overall business improvement, cost reduction and revenue enhancement. Some career highlights include:

- **Teaching, Student Coaching and UPBI Program Support** – Successfully provided course instruction and supported the Urban Poverty and Business Initiative at University of Notre Dame
- **Practice Leadership** – Proven success in developing and managing large consulting practices, to include:
 - **Global Practice Leader – Supply Chain and Operations** – Responsible for building and leading a new Global Supply Chain and Operations practice providing talent management and executive search services. Practice grew to over \$40M from inception and 140 participating practice members. Practice has driven nearly \$235 Million in revenue since inception and serves 75% of Gartner’s Top Rated Supply Chain and Operations companies around the world.
 - **National Supply Chain Practice Leader** – Responsible for providing overall practice oversight for 400 Supply Chain Practitioners in the US. Provided quality assurance and project oversight to ensure client expectation were exceeded will growing practice to nearly \$85M. Additionally, responsible for developing all thought leadership and building the necessary capabilities to meet market needs.
 - **Global Sector Leader- Manufacturing and High Tech** – Coordinated all global activities in building and driving consulting business in the Manufacturing and High Tech market globally.
 - **Practice Leader for US General Manufacturing Practice** – Given responsibility to rejuvenate a troubled industry segment. Grew practice by 22% to over \$140M in one year.
 - **Practice Leader for US Consumer Products and Retail Practice** – Exceeded plans by over 16% and delivered over \$160M in Sales and Revenue to the US Firm.
- **Large Account Leadership** – Global Account Executive Responsibilities for global clients, to include General Electric Company, Coca Cola Company, Nordstrom, Eaton, Xerox and International Paper. Primary responsibilities included directing multiple system and process transformation programs and directing large consulting teams.

University of Notre Dame, Keough School of Global Affairs

2022-2026

Adjunct Professor of the Practice/Visiting Professor/Senior Research Associate

- **Course Leader (24) and Co-leader (26) for Consulting and Development Course (SEI 40999)** – Course provided instruction on consulting fundamentals and business practices for Notre Dame Students in building sustainable businesses for entrepreneurs taking part in the South Bend Entrepreneurship and Adversity Program (SBEAP). Supported program as a volunteer from 2020 through 2026 both formally and informally.
- **Supported the ND Sustainability Initiative (25-26)** – Supported the National Sustainability Society program conducted at the University in the fall of 2025. Took lead responsibility for securing the Key Note Speaker for the program. Launched networking interviews with Chief Sustainability Officers from major corporate organizations to include Dell, 3M, Walmart, Johnson & Johnson, Philips, Ecolab as well as several others with the objective to bolster relationships and understand corporate interests in the area of Sustainability. Participated as a team member in developing a Sustainability Course (Reimagining the Global Corporation) projected to offered Fall, 2026.
- **Co-author** – Reynolds, Thomas, and Michael H. Morris. “Priorities When Attempting to Scale a Poverty Intervention Program.” In De Gruyter Handbook of Poverty, Disadvantage and Entrepreneurship, edited by Michael H. Morris and Susana C. Santos, 667–688, 2025.

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Egon Zehnder International
Partner/Senior Advisor

2006-2024

- **Global Practice Leader – Supply Chain and Operations** – (08-present) – Practice Founder. Responsible for building practice from ground zero. Built practice strategy and vision and hired team to deliver services in all major regions around the globe. Grew practice to over \$40M in services from inception and is comprised of over 140 global practice team members and staff.
- **US Industrial Practice Leader** – (08-10) – Responsible for the largest industry practice group in the US accountable for all services to Automotive, Energy, Chemicals and Heavy Industrial Segments. Drove 16% YoY growth while managing a team of nearly 300 staff.
- **Principal Consultant** – (06-08) – Industrial Practice team member accountable for providing talent management and executive search services to large global clients.

Capgemini/ Ernst & Young

1997-2006

Partner (Ernst & Young, 1997-2000)/Vice President (Capgemini, 2000-2005)

- **National Supply Chain Practice Leader** – (05) – Responsible for defining market focus areas, building firm capabilities and sales and marketing programs for the national supply chain practice. Managed Sales and Revenue of over \$85M and annual growth of 14%
- **Global Sector Unit (GSU) Leader – Manufacturing and High-Tech Industry** (02-04) – Responsible for providing leadership to the Global Account Executives for the GSU accounts. Responsibilities include P&L management activities for over \$190M in sales and revenue.
- **Global Account Executive – General Electric Company** (01-04) – Global leader responsible for delivering sales and revenue of over \$30 million on an annual basis, as well as accountable for the quality of services provided. Responsible for the development of a cost competitive development center located in Spain, which provides IT Outsourcing alternatives to clients above and beyond India. Generated over \$20M in revenue the first year of operation.

US Practice Leader – General Manufacturing (01) – P&L responsibilities for the General Manufacturing Industry Sector representing \$140M in Sales and Revenue and over 250 people.

- **US Practice Leader – Consumer Products, Retail and Distribution (CPRD)** (99-01) – Primary emphasis was on building mainstay accounts through a set of robust service offerings, proven relationship management techniques and business development methods. Managed in excess of \$160 M in revenue and over 275 professionals, with growth of over 25% per year.
- **Global Account Executive Roles** (97-99) – Served as the primary account lead for global accounts that generated fees ranging from \$15 Million to \$75 Million per year.

Gemini Consulting
Vice President

1991-1997

- **Americas Operations Discipline Leader** (96-97) – Responsible for over 300 consulting professionals supporting centers of excellence (CoE) in the area of Supply Chain Management, Merger Integration, Customer Relationship Management and Strategy. Responsibilities for all practice operations, to include P&L Management for over \$200M in sales and revenue, Staff Recruiting and Skill Development, and Business Development.
- **Americas Information Discipline Leader** (95-96) – Responsible for 65 consulting professionals and over \$80M in services representing over 40% growth over a two year period. Primary IT services included IT Strategy and Planning, IT Innovation, IT Effectiveness, Delivery Integration, and Packaged Based Solutions. Additionally, he was accountable for Knowledge Capture, Capability Development and Recruiting. Concurrently, Mr. Reynolds had project responsibilities for projects ranging up to \$20M at any given time.
- **IT Strategy and IT Effectiveness CoE Leader** (93 - 95) – Accountable for the development of IT Strategy and Effectiveness best practices. Responsible for building capabilities, conducting training, recruiting and CoE leadership for 40 professionals. Responsible for the sales and delivery for a portfolio of IT Strategy/Effectiveness projects concurrently.

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- **Analysis and Design (A&D) Lead Analyst (91- 93)** – Responsible for leading projects specifically intended to position large transformational programs. A&D Projects typically comprised of applying a set of diagnostics, building and designing transformational programs, constructing compelling supporting business cases and converting the assessment and design projects into major consulting programs going forward. Programs ranged in size from \$2M to over \$20M.

KPMG Partner

1988-1991

- **Hartford IT and Manufacturing Practice Leader** – Built the IT Consulting Practice for KPMG in Hartford from inception to over \$20M in two years. Additionally, had client service responsibilities for a large Insurance Company. Services sold and delivered included IT Strategy, Executive Information Systems Design and Development, Supply Chain Management and Operations Improvement.

Deloitte Consulting Senior Manager

1982-1988

- **Manufacturing Industry Leader – Northeast** – Responsible for the development of a Manufacturing Consulting Practice in the Northeast US. Services included IT Strategies for discrete and process industry manufacturers and Operations Improvement Programs. Designated firm-wide specialist on Supply Chain Management, Production Planning and Scheduling projects.

General Electric Company – Production Control Specialist, Manufacturing Management Program **1981**

IBM – Real Estate and Construction Division, Mechanical Engineer (Intern) **1980**

EDUCATION

NEW YORK UNIVERSITY - STERN SCHOOL OF BUSINESS **1981-1982**
Master of Business Administration in Finance/International Business

CORNELL UNIVERSITY **1978-1981**
Bachelor of Science in Mechanical Engineering, Minor in Computer Science

AIR FORCE ACADEMY **1977**

PERSONAL

Married, 3 children, Commercial Rated Pilot, Golfer, Cyclist, Skier, Woodworker, College Football.