



FACTORS

Organizational Analysis

Behavioral Assessments

Strategic HR

Leadership Development

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Executive Growth Partner

Tom is an experienced Business Development Consultant, Fractional CHRO, Technology Devotee and Data Analytics practitioner. He is passionate about assisting organizations in finding profitable, practical and humanistic approaches to complex issues in the Human Resources space.

Tom most recently was the Fractional CHRO for Ocado Group in the United Kingdom. Before that he was Director of Employee Relations for The Western and Southern Life Insurance Company and their 2,500 Associates. Earlier in his career he grew within the Corporate HR Department at Marathon Petroleum Corporation.

He received his undergraduate from the University of South Dakota. He received his MBA in HR Management from the University of Cincinnati. He is a Certified SHRM and has his Labor Relations Certification from the University of Wisconsin-Madison.

Tom is a husband, Dad to two daughters, a diehard Cincinnati Bengals fan and plays bass guitar for a blues based power trio.