

## Professional Profile

### Tyler Davenport Ewing – PHR, BBA

Senior Director – Atlanta

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Tyler Ewing is an experienced professional with extensive knowledge leading people and setting the strategic direction for an organization. Experienced in change management, process design, business readiness and development, client relations, risk assessment /management and stakeholder communications for multinational clients in numerous industries.

#### Relevant skills include:

Leading Teams	Performance & Risk Assessments	Financial Analysis
Merger & Acquisition Experience	Process & Organization Design	Due Diligence
Communications	Business Development	Relationship Management
Training/Learning & Development	Change Management	Org Transformation

## EXPERIENCE

### Independent Consultant

- Global M&A Change Management and Communications for the Bayer-Monsanto merger, impacting over 2000 employees across 20 countries and 80 locations, focusing on activities such as regulatory compliance, communication of system and organizational changes, leading the global change agent network and developing and delivering Communication Readiness workshops across the globe.
- Change Management and communication lead for implementation of Salesforce at international metals and plastics manufacturing company, a PE held company.
- Change Management workstream lead for the implementation of Oracle at Cox Automotive, an extensive project involving all Cox Automotive entities where I was responsible for multiple financial workstreams.
- Aided multiple clients with various transformation initiatives and systems implementations, with activities that included managing stakeholder groups, creating and facilitating communication plans, creating and presenting executive updates and overseeing the change management strategy and execution.

### Borrowing Magnolia, CEO – Tech startup

- Led an eCommerce tech startup that brokers rentals and sales of designer wedding dresses, while utilizing proprietary fit technology developed by the company, to match brides to dresses that will fit them with 90% accuracy
- Led the acquisition due diligence, close and post-close process for the company, which was acquired by Orion Photo Group

- Grew the company to over 270% revenue growth year over year
- Led and successfully secured a second round of capital investment
- Reduced unit cost of transactions, thus improving overall profit margin
- Enhanced and improved company operations – facilitated negotiated rates with shipping carriers and vendors
- Helped to manage and build out CRM and Inventory Management System
- Built out organizational structure and hired team to help execute across Marketing, Sales, Tech, Operations, Finance and HR
- Participated in high profile press inquiries and interviews
- Successfully pitched to investors and to large audiences to communicate the company's value and opportunity in the market
- Built and continued to manage company budget and projections
- Provided regular executive summary updates to investors and facilitated investor meetings
- Managed and oversaw HR, including compensation, equity arrangements, company policies and payroll

### **North Highland, Principal and Client Lead, Human Capital & Change Management**

- Change Management and Communication lead at Cox Automotive, responsible for developing the change management plan and supporting key communications to ensure success and engagement across all Cox divisions, as well as with customers, for an enterprise-wide sales transformation.
- Client Lead for Carter's, responsible for coordinating teams across five functions and driving the change management activities related to an Indirect Spend Transformation, which resulted in savings of \$11M for the company.
- Program Manager on the HR PMO integration at Coca-Cola Refreshments, helping to integrate the independent bottlers into the HR organization. This process involved organizing and managing over 26 HR and Shared Services projects, multiple workstreams, cross-organizational teams, change management activities and tight timelines
- Change Management lead for enterprise-wide Reset Transformation at The Home Depot. Responsible for developing executive communications, leading stakeholder engagement activities, conducting Business Readiness sessions for impacted employees, designing the change management and communication strategy and execution plan and developing training for key leaders and all employees.
- Co-creator and co-lead of North Highland's women's affinity group, bringing in leaders from the community to speak to consultants. Also organized business development events and outings for the group within the community.

### **Ernst & Young, Manager, Human Capital**

- Conducted Due Diligence for global transactions, including performing 280G calculations for severance and parachute payment analysis
- Provided Transaction Integration consulting services, including leading workstream meetings, on-site project management (both in the US and abroad) and facilitating international summits abroad.
- Managed Human Resources assessment, transformation and Shared Services design for Cox Media Group, focusing on activities such as cost savings initiatives, organization redesign, talent management, risk and compliance assessment, staffing and resource modeling
- Assisted with implementing new Benefits Accounting process for spin-off company in the shipping industry
- Analyzed and created Executive Total Compensation packages (competitive market analysis, peer company analysis, design of annual and long-term incentive programs, retention of employees and stay pay, Board of Director compensation)



## EDUCATION/CERTIFICATIONS

PHR - Certified Professional in Human Resources

BS Business Administration - Double Major in Business Law and Management of Organizations - Emory University

Study abroad program at top-ranked international business school, Ecole Supérieure de Commerce (ESC) Rouen France