

Ralph Wojtowicz

Organizational Consultant

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Phone: (773) 420-8432

Location: Chicago, IL

Background

I am a talent management and business operations professional with 8+ years of experience, focused on delivering strategic and creative solutions to satisfy client needs with the right talent and the operations needed to develop and leverage their competencies. I specialize in process design and governance, talent analytics, and workforce planning, and I complement these specialties with deep expertise in research, organizational psychology, and a breadth of experience across people, process, and technology functions of organizations.

Experience

Manager, Workforce Planning & Insights | JAN. 2025 – PRESENT

- Slalom, Inc.; Chicago, IL

- Establish a strategic workforce planning function at Slalom.
- Analyze workforce trends and projections to inform strategic decisions.
- Provide recommendations on current and future workforce needs.
- Develop data models to project talent requirements for meeting organizational goals.
- Monitor and evaluate workforce initiatives, adjusting them as needed.

Regional Staffing Manager | JUL. 2022 – DEC. 2024

- Slalom, Inc.; Chicago, IL

- Managed staffing operations across region through partnership with local market staffing leadership, goal setting, driving target metrics, and data analytics.
- Established the staffing process governance and maturity model for the region.
- Drove operational alignment of staffing processes across all U.S. markets.
- Coordinated staffing and talent acquisition team collaboration to guide hiring.
- Guided IT product teams to strategically evolve Slalom's staffing infrastructure.
- Provided supply and demand analytics expertise for regional leaders and BI team.
- Delivered people analytics and statistical modeling solutions for the ID&E team.

Business Operations and Staffing Lead | JAN. 2020 – JUL. 2022

- Slalom, Inc.; Chicago, IL

- Led an agile team accountable for design and optimization of business operations.
- Responsible for consultant staffing, staffing governance, and supply management.
- Partnered with talent acquisition to develop data-driven hiring plans.
- Product manager for infrastructure supporting sales, account, and talent operations.
- Training and change lead for consulting project delivery governance.

Analyst – CRM Practice & Internal | APR. 2018 – JAN. 2020

- Slalom, Inc.; Chicago, IL

- Led adoption of staffing systems and processes at Slalom, saving \$1M+ per year.
- Developed an employee skills database and taxonomy alongside supply and demand reporting and forecasting to enable data-driven resource planning and hiring.
- Statistically validated Slalom's staffing model to ensure fair diversity outcomes.
- Founded the staffing and business operations function at the Chicago office.
- Consulted in the CRM practice, specializing in business analysis and Salesforce.

Marketing Consultant | MAY 2017 – MAR. 2018

- Sole proprietorship; Niles, IL

- Consulted European fintech startups entering the U.S.

Digital Marketing Specialist | MAY 2014 – MAR. 2015

- Mabbly, LLC; Chicago, IL

- Led the agency's digital marketing analytics.

Education

Ph.D. Organizational Psychology | Expected Graduation: MAY 2026

B.S. Business Administration; B.S. Psychology | Graduated: MAY 2017

Major Concentration: Computer Science - **GPA:** 3.94 - **GRE:** 321

- Illinois Institute of Technology; Chicago, IL

Research: My research concerns training, psychometrics, and meaning at work.

Examples of my research and studies:

- Validation of Slalom's Meaningful Work Framework and Measurement
- Trainee Prior Video Game Experience: Scale Creation and Validation
- Validating Situational Judgement Tests for Training Organizational Justice

Skills & Abilities

- Talent Supply and Demand Planning, Forecasting, & Management
- Data Analytics & Advanced Statistics
- Data Visualization
- Qualitative & Quantitative Research
- Business Process Design & Management
- Staffing & Resource Planning
- Talent Assessment & Selection
- Training & Change Management
- Knowledge Management
- Data Governance
- Business Analysis
- Problem-solving
- Conflict Management
- Communication
- Team Leadership
- Coaching & Mentoring
- Agile Management

Technologies

- R
- SPSS
- SQL
- Salesforce CRM
- SharePoint
- MS Office Suite (incl. Excel)
- PM Software (incl. Jira, Asana)

Industry Experience

- Consulting
- Digital marketing
- Fintech
- Higher education
- Non-profit

Certifications

- **Salesforce** (Administrator; Experience Cloud; Marketing Cloud; Account Engagement)
- **Entry Certificate in Business Analysis**, International Institute of Business Analysis

References

Provided upon request.

Interests

Outside work, you can often find me reading business, economics, and organizational psychology literature, attending rock concerts, traveling the world, or hiking a trail.