
Professional Summary:

Accomplished sales professional with over 25 years of solution-based software and services sales, management and alliance development experience focused on enterprise scale commercial and government clients. A true “Hunter” with a proven track record of over quota achievement and maintaining client/vendor relationships within volatile markets. Expertise in consultative/solution selling at the C-Level.

Specialties Include: Vertical industry specific sales, business development and services delivery. Industry expertise in enterprise scale professional integration services supporting leading HRIS, Global Payroll, eLearning, Enterprise Collaboration, Workforce Optimization, AI, Analytics, and Talent Management solutions. Lengthy background of Growing Revenue, Building Partnerships and Channels, Strategic Prospecting, Solution Selling, Networking, Enterprise Strategy, and SaaS Projects.

EXPERIENCE:

RSM US

Senior Account Director

April 2024 – June 2025

- Led efforts to develop and execute strategic sales plans and expand RSM’s client revenue within its newly acquired HCM/WFS service practice.
- Cultivated strong partnerships across RSM business practices and with existing strategic enterprise clients expanding RSM’s value proposition while increasing net new sales revenues.
- Acted as a trusted advisor to strategic, enterprise named accounts. Consult and advise, identify business process gaps, and match technology solutions to solve critical business issues.
- Built new relationships with referral sources, strategic alliances and software/technology partners.
- Engaged in large scale enterprise sales pursuits introducing other business line offerings including MS Dynamics, Oracle NetSuite, Salesforce support as well as advisory services, tax/audit and compliance services.

IN-RGY (Digital transformation consulting firm)

Global Alliance Director

Nov 2020 – April 2024

- Responsible for growing software partner alliance channels and developing an extensive ecosystem of complimentary service and software providers.
- Managed sales pursuits, working directly with both partner sales teams and direct IN-RGY sales team members to identify prospective clients, present value proposition and successfully close net new opportunities.
- Grew new service revenues from Software editor partners by over 200% among the three primary practices.
 - Grew UKG practice service new revenues from \$1.1 million in 2019 to \$5.8 million in 2023.
 - Grew Workforce Software service new revenues from \$1.0 million in 2019 to 4.4 million in 2023.
 - Grew SAP/SuccessFactors service new revenues from \$5.5 million in 2019 to \$7.2 million in 2023.
- Notable accomplishments included: Closing the first US based project – a large US public sector account yielding over \$650k in service revenue; Created a Strategic Managed Delivery model to provide rapid deployment of UKG new client implementation yielding over \$1.9 mil in annual revenue; Closed a WFS client service engagement yielding over \$800k USD.
- Created an ecosystem of 15+ US and Global system integration partners to expand IN-RGY capacity to deliver globally and to grow overall company revenues.
- Created a US pipeline of over \$15 million in a greenfield terrain, yielding several million dollars of net new software and service revenues in the first two years with the company.

- Responsible for enterprise level sales of SaaS workforce management solutions and comprehensive professional services to the largest companies, State, Local and Education organizations within a defined 4 state territory.
- Developed a \$6.5 million pipeline of large opportunities in support of a \$1.2 million product quota and a \$2.1 million service quota.
- Cultivate and work closely with WFSW direct professional services team members as well as ecosystem of partners, consultancies, system integrators and complimentary solution providers including, SAP, Oracle, Accenture, Cerner, EpiUse, GroupeX, Workforce Insight and others to better position value proposition and increase revenue opportunities.
- Notable net new clients closed include CenturyLink and Mississippi State University.

Senior Sales Executive - Services and Distribution; Retail verticals

- Five years of sales leadership and success in two major vertical markets – Services and Distribution and Retail and Hospitality.
- Sold enterprise scale WFM/HCM/Payroll, Payroll Services, Global Payroll, BI solutions and projects (Professional Services and Product)
- Successful in exceeding quota and achieving “Legend Maker” status year over year.
- Drove new sales revenue of professional services and SaaS products in multiple market segments (mid-market and enterprise) and multiple vertical and subvertical markets.
- Sales contributions included major companies within S&D such as AAA Transportation, Crowley Maritime, Brambles/CHEP, Forward Air, SIXT Rental Car, WC Smith Property Mgmt., TitleMax, Garda Cash, and various others.
- Sales contributions within Retail and Hospitality included major companies such as Badcock Furniture, Rooms to Go Furniture, City Furniture, Raymour & Flanigan, Gate Hospitality, Stickley, Greenleaf, Ocean Reef and others.
- "Legend Maker" first year with company, FY 14 - 120% of fully ramped quota.
- "Legend Maker" FY 2014, 2015

National Sales Director

- Sales Director responsible for building a vertical sales structure and increasing client base of government accounts, targeted large government opportunities and hired, trained and managed a field sales structure of 5 vertical account executives.
- Drove net new sales and increase market share of full suite human capital management, enterprise collaboration, talent management, payroll and labor management solutions including comprehensive professional and consulting services for this emerging HCM, WFM, Global Payroll and Payroll Services software company.
- Personally built and managed a pipeline of public sector opportunities totaling over \$12 million during first 6 months with the company.
- Engaged various lobbyist, consultants and partners to better represent the value proposition and service delivery model while standardizing the marketing message into the public sector.
- Created industry specific billable labor rates and resources and initiated application for GSA catalogue pricing.
- Teamed with and managed national field sales representatives on enterprise scale public sector opportunities.
- Influence public bid and RFP processes providing a value proposition exceeding competitive services and solutions.
- Established significant relationships and new business with large government organizations such as the State of MS, State of LA, State of TX, Brevard County FL, Manatee County FL, FL DOC.

- Hired directly by the company CEO to fuel revenue, build sales structure and increase market share of enterprise labor scheduling, analytics and professional services/consulting solutions.
- Drove net new revenue exceeding all prior new revenue in company's seven-year history.
- Grew staff of account executives, implementation consultants, project managers and integration/technology experts in support of new projects.
- Responsible for new sales and sales management, project staffing, services delivery, creating sales channels and developing and managing strategic partnerships throughout North America.
- Generated new revenue with key client project engagements including Keiser Permanente, MN Department of Corrections, Northampton County PA, and Norfolk County in the public sector.
- Introduced a SaaS (software as a service) delivery model and streamlined the consulting services process which was successfully brought to market.
- Created strategic reseller channel partnerships with a variety of complimentary service and solution providers in order to increase market presence.

- Responsible for enterprise level sales of web-based time and labor management solutions and professional services to Fortune 1000 companies and large government prospects throughout North America.
- Successfully exceeded individual quota achievement goals of \$3 million per year in product and services contract value (140% of quota).
- Built and managed sales team of 5 early-stage Sales Executives. Consistently met and exceeded team quota ranging from \$10 mil to \$15 mil in annual new revenue.
- Reported to and worked closely with the company founder and CEO on sales/marketing strategies, new business revenue targets, product design and industry specific value propositions.
- Primary contributor of increased YOY company sales revenue growth of 100% in 2003 and 2004, and 70% in 2005 and 2006.
- Effectively marketed and closed enterprise scale solutions and professional consulting services to C-level executives, senior level managers and functional team members in varying business sectors.
- Developed a go to market sales plan, increased market penetration and developed a multi-million dollar pipeline for emerging Workforce Management software and professional consulting services company.
- As an individual contributor, averaged 8-12 new clients per year including large marquee clients such as: Manatee County FL, Wackenhut (Dept of Energy), City of New Bern, NC, Leon County, FL, Affiliated Computer Services (ACS), Inc., El Paso Energy, United Illuminating, Kforce Staffing, Lockheed Martin, Sagacor Life Insurance, Cytec Medical, Teach for America, Compass/BBVA Bank, Phoenix Life Insurance, , Southern Union, Atlantic Marine, American Cancer Society.

- Solely responsible for the sales growth and revenue generation of enterprise time optimization software solutions and professional consulting and integration services mostly throughout eastern North America.
- Increased company revenue by 150%, added 10 new enterprise scale clients with projects averaging over \$200,000 per project.
- #1 contributor in new sales revenue throughout entire tenure with company.

- Directly produced over \$2 million in new sales revenue.
- Effectively increased market penetration, marketplace awareness and achieved significant revenue growth in the eastern North American geography, previously unrepresented by Cetec.
- New enterprise clients included: Louisville Gas and Electric, City of Winston Salem, NC, Northern Virginia Electric, The Borgata Hotel and Casino, Wynn Resort and Casino, Gerber Baby Foods, Novartis Pharmaceutical, Citgo Refineries, Honeywell Aerospace.

Simplex Workforce Solutions, Ashland, VA
Senior Workforce Solutions District Sales Manager

December 1996 – January 2001

- Sales and net new revenue development for large time and labor management software and professional services provider.
- Received “President’s Club” Sales achievement award in 1997, 1998, 1999.
- #1 Sales Rep among 100 reps in 1997.
- Awarded “1997 Mid Atlantic Time/Data Director” for Sales achievement and team leadership.
- Managed sales activity and production of five (5) other Mid Atlantic Area Sales Representatives and effectively achieved over \$3.5 million in annual District product and services quota.
- Successfully developed new business within two territory markets (Washington, DC and Central Virginia) during the first year with company, increasing District revenue by 70%.
- Consistently maintained high percentage among sales ranking of over 85 other Simplex Sales Representatives throughout the country.
- New market business development, which contributed to the Mid-Atlantic Regions top revenue ranking among the Simplex organization.
- Large new accounts secured include: Henrico County, VA, Dept of Health and Human Services, The Christian Broadcast Network, Massanutten Resort, and Media General.

Stromberg Time Data Systems, Gaithersburg, MD
Branch/Sales Manager

June 1995 – December 1996

- New sales revenue derived from many local/federal agency and commercial accounts.

Brener Building Maintenance, Arlington, VA
Sales and Marketing Manager

June 1993 – June 1995

- Sold to commercial and government managed properties in metro DC/MD/VA area

Hospitality Management, Eastern, USA
Rooms Division Manager

January 1985 – June 1993

- Responsible for Rooms Division operations, fiscal productivity, and successful budget performance with several upscale hotel properties in the eastern United States.

EDUCATION:

University of New Orleans, New Orleans, LA
 B.A., Communications - Broadcast Journalism.

TRAINING:

Solution Sales Training
 MEDDIC Sales Methodology
 Miller Heiman

Challenger Sales Training
 Solution Sales Training
 Challenger Sales Training
