

Thomas O'Shea

CMC Principal, Agility Consulting & Training, LLC



Tom is a Principal in Agility Consulting, LLC – a firm headquartered in Greensboro, North Carolina and dedicated to helping clients make the strategic transformation to becoming more Agile ... at the enterprise, team and individual leader levels. Tom specializes in strategic business development, leadership agility and organizational improvement strategies.

He has more than 25 years working in the fast paced consumer products industry – particularly in the apparel trade with industry leaders VF Corporation and Kayser-Roth Corporation. Tom has lived an international lifestyle having spent seven years in Japan during his youth and two years in England during the late 1980's heading up the European Division Human Resources, Business Planning and Total Quality initiatives for the world's largest apparel company. His consulting industry experience base includes textiles, footwear, managed services, transportation, fast food and financial services.

Tom's diverse background includes senior executive roles as VP Human Resources, Corporate VP of Business Planning & Development and VP/General Manager of a nearly \$100 million business unit. Additional experience depth includes new product innovation, go-to-market planning, integrated performance management processes and total quality management design and implementation. His background includes early career accomplishments as Director of Compensation for a billion dollar, 20,000 employee apparel company ~ providing project leadership in complete overhaul of executive compensation and performance management programs to create closer alignment and integration with new corporate strategic direction.

Tom has a master's degree in Organizational Psychology and extensive practical experience helping organizations and leaders re-focus business strategy to improve organization performance and alignment. Tom also has extensive experience in helping organizations compete in the major retail and international markets – with a keen interest in emerging technologies. He has been active in the sporting goods retail channel and in leadership roles within community and state level non-profit organizations. Tom was recently named to the U.S. Adult Soccer Veteran's Cup Committee – he has been (and is) an avid player and coach for many years.

Tom is a Certified Management Consultant (CMC) – a distinction awarded to less than 10% of professional management consultants. He was recently re-elected President of the Carolinas Chapter of the Institute for Management Consultants – the premier international association of professional management consultants.