



## PAUL LIPINSKI

*Principal*

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### Function and specialization

Paul is a leader in Transformation Delivery with a focus on Behavioral Change Management, Organization Design, and Talent Management.

### Education, Licenses & Certifications

- MBA, DePaul University, Kellstadt School of Business, Chicago, IL
- B.S. Marketing, DePaul University, Chicago, IL

### Representative Clients

- Allstate
- AOL
- BNP Paribas
- Delphi Automotive
- District of Columbia
- Exelon
- Freeman
- Harley-Davidson
- Leidos
- Microsoft
- National Grid
- Principal Life Group
- Sara Lee Foods
- State of Tennessee
- State of Vermont
- Symantec
- Synder's Lance

## Background

Paul is a Leader in KPMG's Transformation Delivery Practice with a focus on State & Local Government. He brings a deep experience to Rutgers in Behavioral Change Management and has extensive experience in the development and execution of strategies associated with organizational, process, and technology-enabled transformations. He has more than 23 years of Change Management, Talent management, Learning, and Organizational Design experience across many industries.

## Professional Experience

Example projects include:

- Led the redesign efforts for the transformation of the Finance function at a major US utility company. The program included a new organizational design, talent competency assessment, CMO build-out, and organizational change.
- Led an Organizational Design effort of an international Sales and Marketing function at a global Motorcycle manufacturer; collaborated with the Chief Marketing Officer as the lead sponsor of the effort
- Leading the end-to-end Change Management and Training efforts to deliver a new TOM, corresponding processes, and Medicaid Eligibility system for a US State.
- Led the development of Change Management efforts for a front office transformation at the program and project level at a global financial entity.
- Led the development and execution of an internal change management center of excellence (COE) operating model at a global technology company.
- Led the development and delivery of the strategic change solutions for the rollout of a new volume licensing delivery strategy.
- Led the change management efforts on multiple engagements for the implementation of ERP and CRM systems including Oracle, SAP, SF.com, and Workday.
- Led the development of Organizational Design recommendations at a global provider of on-line interactive services that transitioned call center consultants into a sales channel.