

Darryl Hoffman

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Global Human Resources Executive | Fractional CHRO | ex-Deputy CHRO | Advisor and Entrepreneur *25+ years of experience driving HR & business transformation.*

Strategic, globally experienced HR executive operating at the C-Suite level, with a unique blend of business and people leadership. Considerable experience across all areas of HR. Business entrepreneur and executive network host. I have built multiple COE's in HR, and specialize in People Strategy, AI and *Workforce Management*. I thrive on people relationships and community of spirit, and "getting it done". I love organizational design, HR innovation, change management, true leadership, and aligning HR initiatives with business objectives to drive performance, engagement, and growth.

Core Competencies

- HR Strategy & Tech Transformation
- Global Workforce Planning Strategy
- Organizational Design & WFP Analytics
- Cross function Strategy/Transformation
- Mergers & Acquisitions (HR Integration)
- Executive Hiring, Leadership & Coaching
- Shared Services & Operational Excellence
- AI & Technology Implementation

Advisory Gig Roles (current) | United States | 2025 August - present

Confidential | Fractional CHRO | Healthcare Consulting Startup

- Skill and Talent profile markup and design
- Workforce Planning Ramps, Budget and operational HR Technology cost analysis and planning
- Talent, policy, procedural and operational design
- Job and skill sourcing planning, gig-working design and contingent labor sourcing model design

SkillGigs.com | Strategic HR Advisor | GTM Consultant

- Go-To-Market strategy design encompassing product offering and solution design
- Pricing and solution-based modelling, customer support
- Workforce analytics design and selling motion support

Blend | Brand Ambassador | Executive C-Suite Networking | DFW Metro

- Regional lead ambassador for C-Suite Networking group on Dallas Fort Worth Metro
- Talent sourcing, and networking expansion into executive sourcing in metroplex
- Event planning, subject matter expert, and host for events

Unisys | United States | 2018 – 2025 July

Deputy CHRO | Vice President, Centralized Reporting and HR Technology

- Lead global HR Shared Services, HR Technology (Workday), People Analytics (Visier)
- Drove implementation of a Centralized DataLake with Corporate Technology
- Created Global Centralized Reporting structure across functions integrating Business, People and Finance
- Developed and maintained Board and Company-wide metrics for key SLA's and Earnings Announcements
- Led development of over 100 Workspaces in PowerBI, and over 100 Guidebooks in Visier
- Spearheaded the implementation of HR automation and AI-driven tools for improved talent management

Vice President (Workforce Planning and HR Global Head of Business Partners)

- Global head of HRBP's supporting COO directly. supporting 15,000 employees globally
- Chief of staff to CHRO, supporting building HR practices and teams across company
- Developed a Global Workforce Planning team, Executive Hiring Team and Shared Services
- Redesigned Organizational lines partnering with consultants on redefining company structure
- Built and led a global HR Business Partner organization supporting 15,000+ employees
- Re-designed HR organization aligning with macro changes across entire organization
- Championed DEI initiatives, including Unisys' Veteran Hiring Program and leadership development efforts

Hewlett Packard Enterprise / DXC Technology | United States | 2015 – 2018

Senior Director, Workforce Strategy, Programs & Operations, Chief of Staff

- Direct report to CHRO, Chief of Staff, Program, Strategy and Operations
- Chief of Staff and head of Strategic HR Programs across centers of excellence and business
- Led HR integration for the \$25B HPE-CSC merger (DXC), 16 workstreams and 180,000 employees
- Global implementation and consolidation of policies/procedures in over 100 countries
- Built and evolved a team of 80 Workforce Planners and Resource Managers across the company

Hewlett Packard | United Kingdom | 2004-2015

Senior Director, Workforce Strategy & HR Programs

- Directed global workforce strategy and HR operations, managing a \$50M+ budget
- Developed international talent acquisition strategies and retention frameworks
- Developed Shared Service Centers in the Czech Republic, Hungary, India, Philippines, Mexico, and Colombia
- Managed teams of 50-100 people delivering service to customers from Eastern Europe and Asia

Director (Client Executive, Client Delivery Executive)

- Worked as part of Solutions Design team, selling and presenting deals to customers
- Continued to become Client Delivery and Client Executive role, with multiple delivery centers across South America, Eastern Europe and Asia
- Served clients in Europe, as part of transformation and up-selling of new deals
- Sold deals in range of \$50M to \$200M, focused on client delivery, Business Process Outsourcing and Off-shore delivery

HR Transformation Lead /Solutions advisor (BPO transformation and offshoring)

- Worked as part of Solutions Design team, selling and presenting deals to customers
- Designed labor transformation and transition models to offshore delivery centers
- Continued to become Client Delivery and Client Executive role, with multiple delivery centers across South America, Eastern Europe and Asia

IBM Global Roles | IBM | South Africa | 1996-2004

IBM Data Center Senior Manager

- Supported development of early E-Hosting DataCenter/sales/solution models
- Managed shifts/designed solution strategies around DataCenter support
- Managed vendors and DR/Contingency plans for Client Serving environment

Growth Early Career roles (multiple client service/administration and tech support roles)

- Growth and early career roles, multiple developmental opportunities across platforms and support technologies
- Supported multiple clients across South Africa
- Technical support specialist, technician, database administrator

Extramural social and noteworthy achievements

Avid Golfer

- Regular sports enthusiast and golfer

National Field Hockey Umpire (NPUA Premier Level)

- Field Hockey umpire with England Hockey
- Appointed umpire to premier and multiple senior level hockey fixtures

Olympic Games London (2012)

- Field Hockey planning committee
- Pre-Olympic support team
- On-Field pitch stadium manager

Web Application designer

- Host and designer of Multiple web sites
- Loqode/No-Code developer using latest UI/API interfaces
- AI enthusiast and LLM beta tester
- Supporting small business digitization over 25 years