

WILLIE SUBLET III

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Diversity Strategy Development | DEI Leadership | Lean Six Sigma

PROFESSIONAL SUMMARY

Proactive, accomplished and impact-focused professional with a deep expertise in Diversity, Equity, and Inclusion (DEI), Lean Six Sigma, and strategic project management. Skilled in crafting and executing large-scale DEI programs that drive cultural transformation, optimize operations, and create inclusive, high-performance environments. Proven track record in aligning diverse teams with organizational objectives, leveraging data insights to boost engagement, retention, and overall performance. Known for leading cross-functional initiatives that consistently exceed goals, while fostering a culture that prioritizes diversity and inclusion at every level.

AREAS OF EXPERTISE

Diversity, Equity & Inclusion (DEI) Strategy | Lean Six Sigma (Green Belt) | Strategic Project Management | Employee Engagement | Cross-Functional Collaboration | Data Analysis & Metrics Development | Process Improvement | Leadership Development | Change Management | Talent Acquisition & Development | Organizational Efficiency | Stakeholder Engagement | Data-Driven Decision Making | Change Management

PROFESSIONAL EXPERIENCE

RSM US LLP - Dallas, TX

North Texas Inclusion Leader | Talent Specialist

Jan 2023 - Aug 2024

- Strategic DEI Leadership:** Spearheaded the development and execution of comprehensive DEI strategies across the Texas-Oklahoma region, leading a team of 15 and driving a 25% increase in engagement across Culture, Diversity, and Inclusion (CDI) initiatives. Partnered with senior stakeholders to implement programs focused on attracting, retaining, and developing underrepresented talent.
- Program Management & ERG Governance:** Successfully led the governance and execution of Employee Resource Groups (ERGs), enhancing project completion rates by 30% and fostering a 15% improvement in cross-functional collaboration. Regularly updated ERG policies and procedures to align with business objectives and drive meaningful impact.
- Talent Pipeline Development:** Led the Early Identification Program, creating recruitment initiatives to build a diverse talent pipeline. Engaged students and community groups to introduce them to corporate career paths, increasing interest in finance and large enterprises.
- Data-Driven Insights:** Established and tracked DEI metrics, generating comprehensive reports that guided leadership in decision-making, resulting in a 20% increase in program effectiveness. Focused on aligning retention and development programs with organizational goals to drive measurable outcomes.
- Digital Transformation & Process Optimization:** Implemented Lean Six Sigma methodologies and digital tools, reducing administrative workload by 40% and increasing accessibility to vital information by 20%. Streamlined DEI processes to ensure operational efficiency and sustainability.
- Collaboration & Stakeholder Engagement:** Built strong partnerships with ERGs, senior leadership, and external vendors to support environmental, social, and governance (ESG) initiatives. Ensured seamless execution of internal DEI programs aligned with the organization's mission and values.
- Onboarding & Integration:** Managed the seamless onboarding of over 2,000 employees, including both experienced professionals and campus recruits. Coordinated efforts across HR, Payroll, and Learning & Development (LPD) teams, ensuring a smooth transition and driving a 30% increase in new hire satisfaction.
- Stakeholder Partnership & Process Improvement:** Led the redesign of the firm-wide orientation process in collaboration with C-suite stakeholders, reducing onboarding time by 20% and increasing efficiency in service delivery through tools like Workday and ServiceNow.
- Cloud-Based Documentation & Knowledge Management:** Optimized cloud-based documentation processes, improving accuracy by 70% and decreasing retrieval times for critical HR data by 25%. Consistently updated and maintained knowledge documents, resulting in a 40% reduction in inquiry resolution time.
- Diversity & Inclusion Leadership:** Appointed to the National Steering Committee for the African American Employee Network Group (ENG), mentoring emerging leaders and driving initiatives that enhanced diversity and inclusion, resulting in a more inclusive workplace culture.

Chief of Staff | Central Region Project Coordinator - Operations

Oct 2018 - Jan 2023

- **Strategic Leadership & Execution:** Directed key initiatives within the Central Region, providing strategic oversight and ensuring alignment with corporate goals. Collaborated with senior leaders to identify critical gaps, implementing workflows that enhanced operational efficiency by 20%.
- **Executive Office Operations:** Managed the daily operations for the National Tax Strategic Management Leader's office, coordinating long-range planning and ensuring consistent leadership presence. Stepped in during leader absences to maintain project continuity and momentum.
- **High-Impact Project Management:** Directed multiple complex, high-stakes projects, ensuring timely completion and successful mitigation of risks. Delivered projects with a consistent track record of exceeding timelines and achieving above-average completion rates.
- **Cross-Functional Collaboration:** Acted as a central liaison between the National Tax Strategic Management Leader, the Tax Leadership Team, and Regional Leaders, facilitating communication and collaboration across regions, resulting in a 35% improvement in cross-regional teamwork.
- **Operational Process Improvement:** Drove continuous improvement efforts, introducing productivity tools and repeatable processes across service lines, leading to significant operational enhancements.
- **Thought Leadership & Innovation:** Spearheaded the Tax Practice Advisory Council's think tank, facilitating strategic discussions that generated actionable insights, contributing to a 15% improvement in tax practice innovation.
- **DEI Advocacy:** Served as the Executive Sponsor for the African American Employee Network Group (ENG), leading initiatives that championed diversity and inclusion, increased engagement by 25%, and created a more inclusive culture.

EY (formerly Ernst & Young) – Dallas, TX

Business Development Operations Champion

May 2013 - Nov 2018

- **Cross-Departmental Leadership & Project Execution:** Coordinated efforts between multiple departments to streamline project execution, reducing delivery times by 20% and ensuring alignment across teams to achieve business objectives.
- **Policy Development & Research:** Led the development and implementation of policies and research practices, leveraging specialized knowledge to drive efficiency, meet critical deadlines, and contribute to overall organizational success.
- **Community Engagement & Campaign Leadership:** Led the United Way CBS Campaign, achieving a 15% increase in participation and successfully surpassing the \$1.1M fundraising goal. Demonstrated exceptional leadership in community outreach and employee engagement.
- **Data Analysis & Decision Making:** Conducted comprehensive research and analysis of complex data sets, enabling data-driven decision-making and maintaining project momentum.
- **Professional Development Leadership:** Led initiatives as the Professional Development Chair for the Black Professional Network, driving programs that advanced the professional growth of network members. Additionally, served as VP of Education and VP of Membership for the firm-sponsored Toastmasters public speaking group, fostering a culture of continuous learning and development, and increasing member engagement.

EDUCATION

Masters | Management

Bachelor | Organizational Leadership

Six Sigma (Green Belt)

Texas A&M University – Commerce

KEY ACHIEVEMENTS

Lean Transformation Leader: Recognized for driving \$50K in cost savings through Lean Six Sigma initiatives at RSM US LLP.

EY Culture COIN Award: Honored for creating an inclusive environment, revitalizing the Black Professional Network, and organizing high-impact panel events on inclusivity best practices.

DFW-ABA Revamp: Led the reorganization of the DFW-ABA, resulting in a 35% funding increase and improved member engagement.

PROFESSIONAL AFFILIATIONS

President / Board Chair, Dallas/Fort Worth Alliance of Black Accountants

Led strategic rebranding efforts, increasing organizational visibility and forming key partnerships with 30 campuses.

Social Engagement Chair, Leadership Fort Worth

Coordinated social and volunteer opportunities, fostering community and professional development.

Board Member / Development Committee, KidsWhoCare

Directed fundraising strategies that achieved a 15% growth in annual donations.