



Heraden Consulting Inc.

Thomas (Tom) S. M. Herauf, H.BSc, MBA, CISA, CISM

[in linkedin.com/in/thomas-s-m-herauf-264a49b/](https://www.linkedin.com/in/thomas-s-m-herauf-264a49b/)

<https://www.heraden.com>

(416) 417-9074

Bridging the gap between business, technology and people with business transformation initiatives.

Executive summary

Senior-level strategic workforce planning leader with superior cross-functional industry experience spanning over 35 years across a diverse portfolio of industries and transformational initiatives.

SERVICE AREAS OF EXPERTISE

Strategic Planning

- Leadership and executive committee oversight, program (PMO) and financial budget management (\$0.1 – 50MM in business/IT expense/capital)
- Strategic leadership, planning and influencing skills to manage change, guide and recommend strategic direction and deliver beyond expectations ongoing

Technology Deployment

- Led business analysis, development, infrastructure, operations, QA testing and architecture teams (various sizes)
- Strong technical and analytical skills through various IT and IT Audit based roles throughout entire career
- Business case and project management experience to successful delivery

Digital Adoption Assessment

- Strong client focused business acumen, supporting leadership teams to successfully assess digital needs and make sound recommendations for delivery options
- Exceptional transformational leadership and motivational skills, leading teams through key strategic system/business re-engineering implementations, delivering on time and within budget consistently

Relationship Management & Governance

- Vendor Relationship Management and integration of many distinct, industry leading Software solutions/vendors across all sizes of organizations and revenues (small, medium, large & corporate)
- Process stabilization and governance oversight and management to steady state management for organizations

PROFESSIONAL EXPERIENCE

Heraden Consulting Inc.	Self Employed Consultant	2021-Present
The Bank of Nova Scotia	Global Program Lead, Workforce Onboarding	2018-2021
	Sr. Director – HR Transformation	2017-2018
	Sr. Director – QAT, Enterprise Technology	2017
	Sr. Director – Development	2014-2017
	Sr. Director/Director – HR Systems Solutions	2004-2014
	Sr. IT Audit Manager	2001-2004
Canada Life Assurance Co.	Sr. Manager - Client Services	2001
	Senior Systems Control Consultant	1999-2001
Dofasco Inc.	EDP Internal Auditor	1996-1999
	Technology Leadership roles (various)	1989-1996



MEMBERSHIP & CERTIFICATION

ISACA (IS Audit & Control Association); Cybersecurity Fundamentals (Certified)

