

# Randy Stiles, MBA, PMP, CSM, SM

Servant Leader / Executive / Change Agent

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Accomplished executive leader with over two decades of experience in program and change management, strategic communication, and continuous improvement. Proven track record of driving results and delivering value across diverse industries. Skilled in optimizing organizational efficiency, fostering collaboration, and leading high-performing teams to achieve strategic objectives. Recognized for expertise in financial management, risk mitigation, and operational excellence. A visionary leader with a solid commitment to driving innovation, developing staff, nurturing a positive organizational culture, and achieving sustainable growth.

## RELEVANT EXPERIENCE

### Vice President, Operations

*Global Alliant, Inc., 2022–Present*

Led Global Alliant operational functions, a company with approximately \$35 million in 2023 revenue and 175 team members in total. Focused on optimizing processes and cultivating employee engagement. Automated internal processes, boosting efficiency and employee morale. Directed social media team, increasing LinkedIn followers to over 4x within one year. Played a pivotal role in team-building initiatives and ensuring alignment with organizational goals. Led contract negotiations that protected GA interests, workshare assurances, and pricing protections. Additionally, provided leadership in talent development and culture support, driving operational excellence and client satisfaction.

### Technical Program Manager

*Satsyil, 2021–2022*

### Founder / Consultant

*Agape Consulting Group, 2011–2021*

*(Leadership experience before 2011 available upon request.)*

## HIGHLIGHTED ACHIEVEMENTS



Implemented process automation initiatives that streamlined internal operations, resulting in significant time and cost savings while enhancing employee engagement and connectivity. This improved the quality of offshore back-office processing.



Spearheaded a culture transformation program that resulted in a 30% increase in employee satisfaction scores and a 20% improvement in retention rates. Identified cost-effective benefits improvements, fostering a more collaborative and supportive work environment.



Developed contingency strategies for federal shutdowns, safeguarding \$750k in monthly revenue, avoiding staff layoffs, and protecting \$1.1 million in revenue during contract protest periods.

## EDUCATION

**MACL** – Dallas Theological Seminary  
Christian Leadership, Expected 2024

**MBA** – Johns Hopkins Carey Business School  
Electronic Commerce, 2002

**BSE** – University of Maryland  
Mechanical Engineering, 1993

## CERTIFICATIONS

### Project Management Professional (PMP)

Project Management Institute, 2016

### Certified Scrum Master (CSM)

Scrum Alliance, 2007

### Certified SAFe Practitioner (SP)

Scaled Agile, 2016

## SKILLS

### Leadership

- Strategic Planning
- Budget Planning & Execution
- Portfolio Management
- Forecasting & Annual Planning
- Cross-Functional Collaboration
- Culture Development
- Systems Organization

### Staff Development

- Team Building
- Career Coaching
- Mentoring
- Conflict Resolution
- Staff Development Plans

## PERSONALITY ASSESSMENTS

DISC: D/C

Enneagram: 8w7

Myers Briggs: ENTJ-A

## INDUSTRY VERTICALS

Digital Marketing: +15 years

Financial Services: +15 years

Health Care: 8 years

Fed Civil: 4 years

Fed Defense: 3 years

Hospitality: 3 years

Non-Profit: 6 years

SLED: 4 years

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