



954.864.0434

www.aaronrplush.com

consultant@aaronrplush.com

Fort Lauderdale, FL

A Consultant who makes business happen.

Able to step into any contracted, consultancy, or full-time opportunity armed with a powerful, extensive suite of exceptional skills and backed by a best-in-class record of accomplishments spanning two decades. A thorough understanding of the core foundation and strategic operations of businesses large and small, domestic and global. Persuasive communicator, insightful negotiator, and charismatic leader in Business Consulting, Contingent Labor, Diversity, Inclusion & Belonging, Executive Assistance, Finance, Healthcare, HR, IT, Management Consulting, Procurement, and Supplier Diversity.

Core competencies include:

- Strategic Planning
- Professional Planning
- Operations & HR
- Event Planning
- Program/Project Mgt.
- Contingent Workforce
- Coaching & Training
- Public Speaking

PROFESSIONAL EXPERIENCE

Aaron R. Plush, Consultant & Independent Contractor

Consultant & Independent Contractor

December 2021 – Present

A consultant who makes business happen. Operating in contracted, consultancy, and/or full-time opportunities armed with a powerful, extensive suite of exceptional skills and backed by a best-in-class record of accomplishments.

- Working with entities to empower them to the best business outcomes in their specific discipline or industry.
- With a focus of providing consultative services in 8 primary Management areas: Program/Project, Consulting, Operations, Contingent Labor / Workforce, Chief of Staff (CoS), and Supplier Diversity; along with Motivational Speaking and Voiceover / Voice Actor work.

SolomonEdwards

Executive Consultant (Connected Workplace / Future of Work Project Manager)

July 2022 – December 2022

A consultant who made business happen.

- Was on assignment with Silicon Valley Bank (SVB). Led multiple HR Transformation projects.
- Focused on providing Consultative Services and Program Management expertise to the Connected Workplace / Future of Work team at SVB. Specifically led the Hybrid Work strategy for this Large Financial Institution. (LFI)
- Implemented strategy and transitioned this organization to a hybrid flexible work model with accuracy, compassion and empathy.
- Successfully completed all assigned projects within 6 months per the terms of the agreement and the contract.



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Citrix Systems, Inc.

Chief of Staff, Human Resources

May 2021 – December 2021

Chief HR strategist and facilitator at multi-national leader in cloud computing. Crafted and implemented operations and strategies, project management, rhythm of the business, and cross-functional initiatives. As a member of HR leadership, directed key HR operational and communications projects companywide to 100% success rate. Drove Global HR organization operating model efficiency and design, including change initiatives supporting ongoing growth and evolution of the HR function.

- Partnered with cross-functional leaders (Finance, Communications, Legal, Procurement, and other teams) to drive business imperatives designed to improve organizational effectiveness while preserving rhythm of the business.
- Facilitated all HR Quarterly Business Reviews, staff meetings, Board of Directors coordination, and goal setting.
- Established HR operational cadence by developing insightful business review agendas, synthesizing briefing materials. Project managed resulting directives to ensure quality, completion, and compliance
- Spearheaded institutional IT standardization, including transition from Slack to Microsoft Teams, and addition of Cerkl, Sharefile, and SharePoint, increasing overall cross-departmental efficiencies.
- Led programmatic workgroup to proactively identify trends and inefficiencies company-wide, then developed programs and processes to solve them based upon data from the HR Business Intelligence team.
- Steered Citrix's Communications Team to produce timely and effective HR communications to internal audiences.
- Formulated data-driven strategy recommendations for routine and crisis-level C-suite decision-making.
- Drove budget management with the HR Leadership and Finance Teams to aid critical decision-making.

Senior Manager, Supplier Value Optimization (SVO)

September 2018 – May 2021

Reinvented Supplier Relationship Program Management operations structure and systems related to all aspects of global Supplier Value Optimization, including Supplier Relationship Management, Compliance & Risk Management, Corporate Social Responsibility, Equity, Sustainability, and Supplier Diversity & Inclusion, sourcing of Minority/Woman/Veteran/LGBTQ/HUBZone businesses.

- Exceeded annual target of over \$30 million spend with diverse suppliers.
- Launched inaugural Interactive Supplier Diversity Fair (ISDF) to attract target partners.
- Implemented SD tools Sievo and ConnXus/Coupa. ([see Sievo case study](#))
- Collaborated with Legal & Compliance to conduct risk assessments and continuous monitoring of the supply base.
- Promoted supplier diversity by establishing a network of internal business partners, Tier 1 suppliers, key stakeholders, procurement team members, and external organizations
- Championed processes, technology, and policies in pursuit of Citrix's Procurement vision of "Delivering Business Solutions that Create Sustainable Value".



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Global Contingent Labor Manager

February 2017 – September 2018

Led global team to develop strategies and engineer systems for collecting, analyzing, and managing data on non-employee labor workforce management, Citrix's in-house Managed Service Provider (MSP) Solution.

- Implemented the Vendor Management System (VMS) Tool (Fieldglass) to track all contractors/consultants, conduct billing, invoicing, onboarding and off-boarding of contractors.
- Interfaced and managed more than 20 vendors globally to meet all non-employee staffing needs.
- Managed a global team of 10 to sustain and expand the contingent labor workforce solution.

koncep, LLC

Founder and President (Management Consultant, Program/Project Manager)

December 2008 – February 2017

Creative consulting firm focused on Planning, Management, and Design for a wide-ranging marketplace. Leveraged an eclectic skill set and knowledge to create unique, customized business and professional services including event planning, artist/business management, interior design and décor, and storefront design.

- Invented unique market niche as a one-stop, full-service management/development/design consultancy.
- Customized business plans, marketing strategies, and advertising campaigns for various clients.
- Created innovative/cutting-edge sales collateral, fact sheets, and brochures for client products and services.

The Bartech Group, Southfield, MI

TechCentral Program Manager (Management Consultant)

October 2013 – March 2015

Directed international business development for more than 500 IT Consultants and labor-intensive staffing functions. Collaborated with clients to meet goals and optimize operations to ensure expected cycle time, rate management, and quality.

- Exerted subject matter expertise to ensure program adoption, compliance, and expansion.
- Designed service level agreements and key performance indicators to ensure quality and contractual compliance.
- Created supplier reward system to encourage buy-in and excellence in service.

Staff Management/The Seaton Corporation, Chicago, IL

Senior New Business Development Manager/ Senior MSP Project Manager (Management Consultant)

June 2006 – December 2010

Traveled domestically and internationally to collaborate with clients of global leaders in contract workforces using Vendor Neutral and Managed Service Provider staffing models. Clients included Ceva Logistics, Dell, Dell International, Energizer, Sara Lee Corporation, Sara Lee International, and Masterfoods.

- Forged top-to-bottom operations for premier international clients in 10 countries.



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- Exceeded corporate goal/targets in 22quarters.
- Managed Shadow Spend efforts for a premier client with savings in the \$400 million-dollar range.

South Carolina Primary Health Care Association, Columbia, SC

Information Systems Director

Dec. 1999 – July 2005

Starting as Information Systems Specialist and rising to Information Systems Director, provided IT services to a statewide network of Community Health Centers. Operated comprehensive system in South Carolina and annually trained more than 1000 staff in a full range of technologies.

- Developed an 8-state data report to improve patient outcomes in SC, NC, GA, MS, AL, FL, KY, and TN.
- Leader of the National Health Disparities Collaboratives, Health Information Technology infrastructure.

EDUCATION AND TRAINING

B.S., Information Management (Systems), University Of South Carolina, Columbia, SC

New Horizons Computer Learning Certificates, Columbia, SC, and Greenville, SC
MS Access, MS Excel, FrontPage, HTML, PageMaker, Photoshop, and QuickBooks

COMPUTER SKILLS / TECHNICAL EXPERIENCE

Databases and Spreadsheets: Numerous Healthcare Management Systems, Landslide (Political Database – FoxPro Based), Microsoft Access, Microsoft Excel), Patient Electronic Care System (PECS – SQL Based).

Software Implementations: Fieldglass, IQNavigator, Coupa, ConnXus, Sievo and Numerous other Software as a Service Applications

Software Applications: Microsoft Office Suite (Word, Outlook, Publisher, PowerPoint, Internet Explorer, Excel), FrontPage, Photoshop, QuickBooks, PageMaker, Fieldglass, IQNavigator and Numerous other Software Applications

Technical Skills: Installing Workstations and Printers, Troubleshooting and Repair, Windows Server and Workstation Support, PC Support, Internet (Proficient Web Browsing) Navigation, Web Page Development, Database Testing, Database Training, Project Management.