

LOUIS PAUL OLIVEIRA

ENTERPRISE STRATEGY, INTELLIGENCE & TRANSFORMATION LEADER

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EXECUTIVE PROFILE

Enterprise leader connecting strategy, intelligence, governance, and disciplined execution to strengthen organizational performance. Leads workforce intelligence capabilities supporting Kimberly-Clark operations across 50+ countries and directs a 100+ initiative portfolio and 150-item roadmap representing 29,000+ effort hours. Experience spans enterprise transformation readiness, global innovation portfolio governance, financial decision support, and U.S. Navy operational leadership. Brings a cross-functional approach to translating complex strategic priorities into governed, repeatable capabilities.

EXECUTIVE CAPABILITIES

Enterprise Strategy & Transformation • Portfolio & Operating Model Leadership • Enterprise Governance & Risk • Executive Decision Support • Cross-Functional Alignment • Organizational Performance • Data & Analytics Strategy

PROFESSIONAL EXPERIENCE

WORKFORCE INTELLIGENCE MANAGER | Kimberly-Clark, Hire-to-Retire Organization | Aug 2025–Present

- Lead enterprise Workforce Intelligence capabilities supporting workforce decisions across 50+ countries, spanning transformation readiness, workforce planning, reporting continuity, and compliance support.
- Direct a 100+ initiative portfolio and 150-item enterprise roadmap representing 29,000+ effort hours across transformation, regulatory compliance, analytics modernization, and workforce strategy.
- Enabled transformation readiness across 20+ workstreams and 858 Day 1.5 validation scenarios, supporting workforce data integrity, legal-entity transitions, reporting continuity, and operational stability.
- Directed reporting governance and security remediation across 320+ reports and 948 security groups; supported 497 recurring joint-venture requirements and 120 quarterly intelligence deliverables.
- Advanced a Snowflake-first workforce intelligence architecture from 18 governed data assets toward a 32-view target state, supporting enterprise harmonization and scalable analytics.

SENIOR CONSULTANT, WORKFORCE INTELLIGENCE | Kimberly-Clark, Global People Organization | May 2020–Aug 2025

- Translated workforce movement, organizational risk, talent dynamics, and transformation readiness into executive-facing decision narratives, dashboards, and repeatable analytical products.
- Built governed reporting assets spanning headcount, organizational structure, internal mobility, talent flows, and workforce movement, strengthening consistent enterprise reporting.
- Improved governance practices, master data controls, metric definitions, validation routines, and reporting standards to support trusted, auditable decision-making.
- Partnered across HR, technology, payroll, master data management, and transformation teams to align common data views, reporting logic, and stakeholder requirements.

SENIOR ANALYST, INNOVATION STRATEGY | Novelis Inc. | Feb 2013–May 2020

- Governed analytics for a \$300M global innovation portfolio across 43 business and technology teams and 187 initiatives, establishing KPI, visualization, and reporting standards.
- Directed design, deployment, and lifecycle management of 91+ production intelligence solutions and 100+ custom analytical products across R&D and innovation functions.
- Established analytics and governance routines across seven global workstreams, partnering with 50+ business leaders to strengthen portfolio visibility and executive decision support.

PROCUREMENT FINANCIAL ANALYST / FINANCIAL CONTROLLER | Novelis Inc. | Dec 2010–Feb 2013

- Supported global procurement financial governance across the Americas, Europe, and Asia through forecasting, cost optimization models, savings projections, risk analysis, and executive reporting.

- Prepared procurement performance and financial exposure analyses for senior executive decision-making, applying transaction-level validation and global reporting controls.

SELECTED U.S. NAVY LEADERSHIP

ASSISTANT ENLISTED PROGRAMS OFFICER | **Navy Recruiting District Jacksonville** | Sep 2009–Dec 2010

- Directed district-level recruiting governance for 180 Sailors across 37 stations and 51,000 square miles; exceeded Active and Reserve recruiting goals by more than 100%, reduced attrition by 75%, and ranked #3 of 26 departments nationwide.

OPERATIONS, SCHEDULING, SPECIAL PROJECTS & WARFARE OFFICER ROLES | **U.S. Navy** | Feb 2006–Sep 2009

- Delivered \$4.8M+ in annual savings through Lean Six Sigma reliability improvements across 30 U.S. Navy frigates; supported operational planning, mission readiness, risk controls, and reporting in fleet and Combined Task Force environments.

EDUCATION & EXECUTIVE DEVELOPMENT

MBA, With Distinction — University of Phoenix (2024) | MS, Applied Science (Undersea Warfare) — Naval Postgraduate School (2006) | BS, Electrical Engineering — University of North Florida (2005)

McKinsey Academy Management Accelerator Program (2022) | Master Certificate, Six Sigma — Villanova University (2008) | Fundamentals of Engineering / Engineer-in-Training — NCEES (2011) | Naval Nuclear Propulsion Program (1997)

SELECTED DISTINCTIONS

Meritorious Service Medal • Meritorious Unit Commendation • Selected for early promotion to Lieutenant Commander (O-4) • Eagle Scout