

CV for

## Paul Wilson

Highly experienced SAP Business Transformation and Delivery Lead

| Details                                   |                                                                   |
|-------------------------------------------|-------------------------------------------------------------------|
| Preferred Name:                           | Paul                                                              |
| Surname:                                  | Wilson                                                            |
| Passport / ID number:                     | M00192475 / SAID 7402155358089                                    |
| Nationality:                              | South African                                                     |
| Languages(s):                             | English, Afrikaans                                                |
| Current Location/residential area:        | South Africa, all locations                                       |
| Highest qualification and certifications: | MBA (UK), PMP                                                     |
| SAP Certifications:                       | RPA1, LEO4, LEO2, LEO1, ML1-1, ISM1-TL, LDT1-TL, DTC1-TR, SOLMAN2 |
| SAP P/S-Number:                           | P2009154625                                                       |
| Main SAP skill(s):                        | Business Transformation Lead, PMO, Delivery                       |
| SAP Functional competency                 | MM/PP                                                             |
| Years of Transformation Leadership:       | 30+                                                               |
| Years of SAP Experience:                  | 20+                                                               |
| S/4 HANA experience                       | 10+                                                               |

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| <b>SAP Industry solutions experience:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Mining, Oil & Gas, Automotive, Process and Discrete Manufacturing, Rail, Capital Projects, Healthcare, Agriculture, GRC              |
| <b>Number of end-to-end SAP Implementations:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 15+                                                                                                                                  |
| <b>Availability:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | As needed, where needed                                                                                                              |
| <b>Hourly rate:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | R1100                                                                                                                                |
| <b>Email address:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Paul.wilson@s4projects.com                                                                                                           |
| <b>Contact number:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | +27629272727                                                                                                                         |
| <b>Additional info:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Project Award winner, author of several business books, online courses, and keynote speaker in OCM and business innovation with BTP. |
| <b>Introduction and references</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                      |
| <p><b>Synopsis:</b></p> <p>As a renowned Business Transformation Lead with over 20 years of expertise in SAP and Organizational Change Management (OCM), I have spearheaded transformative initiatives across diverse sectors, with a strong focus on the mining industry.</p> <p>My experience includes leading SAP programs for mining industry clients such as Volvo (Mining Vehicles), Komatsu (Mining Vehicles), Anglo American (including Kumba Iron Ore, Anglo Platinum), Debswana, and Impala Platinum, where I drove business economics transformation to optimize operational performance.</p> <p>Additionally, I have delivered transformation work at AEL Explosives, enhancing strategic outcomes through innovative approaches. As the author of "Principles of Organizational Change Management," which laid the foundations for the International Organizational Change Management Institute (IOCMII), I worked with a board of specialists around the world to establish best practices over eight years of leadership. With the highest-viewed and most-commented OCM content on the SAP community website and an invitation to speak at SAP TechEd, I bring global recognition to my field.</p> <p>Leveraging my technical expertise, I develop digital tools to enable transformation, complemented by a decade of S/4HANA experience and 15+ end-to-end SAP implementations. I excel in clean core strategies and SAP Business Technology Platform (BTP) to drive innovation at the operational level.</p> <p>My MBA, PMP, and extensive SAP certifications, paired with exceptional stakeholder engagement and facilitation skills, position me to lead impactful transformations.</p> |                                                                                                                                      |

| Employment History                               |                                                                                                 |           |           |                            |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------|-----------|----------------------------|
| Company Name                                     | Role                                                                                            | From      | To        | Reason for leaving         |
| Deloitte UK, internal role                       | S/4 Business Transformation, Innovation Leader                                                  | Jun 2021  | Dec 2025  | Departure from the UK      |
| SABIC with Deloitte UK                           | SAP S/4 Project setup specialist                                                                | Oct 2024  | Dec 2024  | Completed engagement       |
| Shell with Deloitte UK                           | SAP S/4 Delivery lead, incl. designing and initiating ways of working for large team            | Nov 2021  | Nov 2023  | Completed engagement       |
| Becton Dickinson with Deloitte UK                | SAP S/4 PMO, CCB, DA                                                                            |           |           | Complete engagement        |
| Engro with EY Pakistan<br>Global Program Manager | SAP S/4 Program Manager / Head of PMO (incl. Business transformation strategy)                  | May 2018  | Jan 2020  | Completed Contract         |
| Stanford University with<br>SAP Partner - USA    | Salesforce Partner / Founder / VP Product                                                       | Sept 2016 | Sept 2017 | VISA EXPIRED               |
| ChangeNexus Inc - USA                            | SAP Partner / Founder / CEO / OCM Specialist                                                    | Jul 2015  | Aug 2016  | PIVOT TO NEW BUSINESS      |
| Pepsi DRC with Atos                              | SAP ECC Program Manager / (incl. Business transformation leadership)                            | Aug 2014  | Jun 2015  | COMPLETED PROJECT          |
| Royal Swaziland Sugar Corporation (RSSC)         | SAP (S/4 pre-branding) Program Manager / Head of PMO (incl. Business transformation leadership) | Nov 2013  | Jun 2014  | PERSONAL TIME OUT          |
| Various audit clients with KPMG                  | SAP Practice Head                                                                               | Feb 2013  | Oct 2013  | PROFIT TARGETS UNREALISTIC |
| Etihad Rail with Deloitte                        | SAP ECC Program Manager (incl. Business transformation leadership)                              | Apr 2012  | Jan 2013  | COMPLETED PROJECT          |

|                                                   |                                                                                      |          |          |                   |
|---------------------------------------------------|--------------------------------------------------------------------------------------|----------|----------|-------------------|
| Anglo-American- Anglo Operating Platform with TWC | SAP GRC Access Management Program Manager (incl. Business transformation leadership) | Jan 2012 | Mar 2012 | NEW EMPLOYER      |
| Kumba Iron Ore with TWC                           | SAP GRC Program Manager (incl. Business transformation leadership)                   | Jan 2012 | Mar 2012 | NEW EMPLOYER      |
| Anglo Platinum with TWC                           | SAP GRC Program Manager (incl. Business transformation leadership)                   | Jan 2012 | Mar 2012 | NEW EMPLOYER      |
| DEBSWANA with TWC                                 | SAP GRC Program Manager (incl. Business and customer transformation)                 | Jan 2012 | Mar 2012 | NEW EMPLOYER      |
| SAB Miller as contractor                          | SAP Mobile Money Project Manager (incl. Business transformation)                     | Jul 2011 | Dec 2011 | COMPLETED PROJECT |
| SAB Miller as contractor                          | SAP FI Program Manager (incl. Business transformation leadership)                    | Jul 2011 | Dec 2011 | NEW EMPLOYER      |
| Eskom with T-Systems                              | SAP ECC PM 'TURNAROUND' PROJECT DIRECTOR                                             | Jan 2010 | Mar 2011 | COMPLETED PROJECT |
| Komatsu with T-Systems                            | SAP ECC Business Transformation Lead                                                 | Jul 2008 | Jan 2010 | COMPLETED PROJECT |
| Volvo Construction Equipment with T-Systems       | SAP ECC Program Manager (incl. Business transformation leadership)                   | Jul 2007 | Mar 2008 | COMPLETED PROJECT |
| Consol Glass with T-Systems                       | SAP ECC Program Manager (incl. Business transformation leadership)                   | Nov 2006 | Jun 2007 | COMPLETED PROJECT |
| Marafiq Power & Water with Al Bilad Arabia        | SAP CRM Program Manager (incl. Business transformation leadership)                   | Dec 2005 | Oct 2006 | COMPLETED PROJECT |
| Marafiq Power & Water with Al Bilad Arabia        | SAP SEM Program Manager (incl. Business transformation leadership)                   | Dec 2005 | Oct 2006 | NEW EMPLOYER      |
| Saudi Aramco with Al Bilad Arabia                 | SAP Transformation Lead – Healthcare project                                         | Jun 2005 | Nov 2005 | PROMOTED          |
| Saudi Aramco with Al Bilad Arabia                 | SAP Transformation Lead – HR Retirement Project                                      | Jun 2005 | Nov 2005 | PROMOTED          |

|                                                    |                                                                |           |          |                   |
|----------------------------------------------------|----------------------------------------------------------------|-----------|----------|-------------------|
| Saudi Aramco with Al Bilad Arabia                  | SAP Transformation Lead – Virsa compliance calibrator          | Jun 2005  | Nov 2005 | PROMOTED          |
| Saudi Aramco with Al Bilad Arabia                  | SAP Transformation Lead – OCM Standards for Aramco             | Jun 2005  | Nov 2005 | PROMOTED          |
| SABIC with Atos Origin                             | SAP Transformation Lead SABIC Executive group                  | Sept 2004 | May 2005 | COMPLETED PROJECT |
| SABIC-Shaq with Atos Origin                        | SAP Transformation Lead                                        | Sept 2004 | May 2005 | COMPLETED PROJECT |
| Al-Bayroni with Atos Origin                        | SAP Transformation Lead                                        | Sept 2004 | May 2005 | COMPLETED PROJECT |
| SABIC Shared Service Organisation with Atos Origin | SAP Transformation Lead                                        | Sept 2004 | May 2005 | COMPLETED PROJECT |
| Ibn Rushd with Atos Origin                         | SAP Transformation Lead                                        | Sept 2004 | May 2005 | COMPLETED PROJECT |
| Hadeed with Atos Origin                            | SAP Transformation Lead                                        | Sept 2004 | May 2005 | COMPLETED PROJECT |
| Spoornet with ERNST & YOUNG CSIPER                 | SAP Program Manager (incl. Business transformation leadership) | Jul 2002  | Aug 2003 | COMPLETED PROJECT |
| Spoornet with ERNST & YOUNG CSIPER                 | SAP Program Manager (incl. Business transformation leadership) | Jul 2002  | Aug 2003 | COMPLETED PROJECT |
| Spoornet with ERNST & YOUNG CSIPER                 | SAP Transformation Lead                                        | Jul 2002  | Aug 2003 | NEW EMPLOYER      |
| Minolco with ERNST & YOUNG CSIPER                  | SAP Transformation Lead                                        | Mar 2002  | Jun 2002 | PROMOTED          |
| Minolco with ERNST & YOUNG CSIPER                  | SAP 'TURNAROUND' PROJECT DIRECTOR                              | Mar 2002  | Jun 2002 | PROMOTED          |
| OCE with ERNST & YOUNG CSIPER                      | SAP Transformation Lead                                        | Mar 2002  | Jun 2002 | PROMOTED          |

|                                    |                                                             |              |             |                      |
|------------------------------------|-------------------------------------------------------------|--------------|-------------|----------------------|
| TOYOTA with<br>MANPOWER            | SAP Team Lead (incl. Business transformation<br>leadership) | Sept<br>2000 | Feb<br>2002 | COMPLETED<br>PROJECT |
| VARIOUS IT<br>CONTRACTOR POSITIONS | DATABASE ADMINISTRATOR / PROGRAMMER                         | Jan<br>1998  | Aug<br>2000 | NEW EMPLOYER         |

**Sample references on the next page**

Note: For Deloitte UK reference, please email [ukhrreferences@deloitte.co.uk](mailto:ukhrreferences@deloitte.co.uk) citing Paul Wilson, Employee ID 157290. Direct references from Partner-level can be provided upon request for personal details.



**Michael Kraus** · 1st

Global Managing Partner at SAP

November 28, 2009, Michael managed Paul C. directly

All LinkedIn members

It was a great experience to work with Paul over 1,5 years on ERP and change management projects. Paul is an outstanding professional with excellent skills in project and program management, change management as well as business development. His inspiration, people-orientation, reliability and soft skills make him an asset for every organization.



**Johan du Plessis** · 1st

Group Digital and Information Officer

May 6, 2010, Johan was Paul C.'s client

All LinkedIn members

Paul is an excellent project manager with superior change management expertise and a though leader in this field.



**Monika Pletschke** · 1st

Senior Business Architect at IFS

April 19, 2010, Monika managed Paul C. directly

All LinkedIn members

Paul consulted as change manager on the Volkswagen project. I can recommend him for his passion about his work and his ability to relate to people from all levels in the organisation. He always comes up with innovative ideas and manages to motivate and inspire the team he works with.



**Joe Ferreira** · 1st

General Manager Parts Division at Komatsu South Africa Pty Ltd

May 23, 2010, Paul C. was Joe's client

All LinkedIn members

Paul is a true professional and an expert in change management. Our organization and I gained tremendously from Paul's knowledge and leadership skills. I was fortunately enough to work with Paul as the SAP Project Manager for 1 year. Due to him I have grown as a leader and manager.



**Harrison Pickett** · 1st

Middle East SAP/Oracle Recruitment Partner - (24k +Connections)

March 2, 2016, Harrison worked with Paul C. on the same team

All LinkedIn members

Paul is a not only a true expert within SAP, but also a true leader with a proven record. Paul has engaged on 2 of my projects and I can honestly say he has made a huge impact. With fantastic client reports, I highly recommended Paul for any global operation, seeking expert support.



**Frederick Reynecke** · 1st

Change Management Manager at Tata Consulting Services

March 21, 2016, Frederick reported directly to Paul C.

 All LinkedIn members

Paul is passionate, innovative and action oriented to get results. He is an extremely knowledgeable SAP, Change and Project Manager. His integrity and work ethic is well known. He is an inspiration in the OCM field.