

# Matthew Atherfold

*Workforce Transformation Executive · HR Technology, People Operations & Workforce Analytics*

Senior executive with 20 years redesigning how work gets done across organisations of 10,000 to 150,000 people. Builds HR technology, people operations, workforce analytics and operating models, and the AI capability that now sits inside them. Operates with boards, executive committees, EU Data Protection Officers and works councils. Currently runs an independent practice: Fractional Chief AI Officer engagements, Programme Director and Faculty at the Irish Management Institute, and founder of Future Academy.

## OUTCOMES AT SCALE

150K

EMPLOYEES GOVERNED

\$10M+

WORKFORCE EFFICIENCY

\$9M+

COST SAVINGS DELIVERED

2,500+

ENGINEERS LED

3 → 50+

BUILT, SCALED, REPEATED

180+

STUDENTS TAUGHT (STEM)

## SELECTED EXPERIENCE

### Independent Practice

2025–Present

*Fractional Chief AI Officer & Executive Advisory*

Fractional CAIO engagements across fitness, recruitment, renewable energy, training and SMB SaaS. Programme Director and Faculty at the Irish Management Institute. Founder of Future Academy.

### Workday

2022–2025

*Workforce Transformation & AI Centre of Excellence*

Built AI Centre of Excellence inside a 2,500-engineer org. Partnered with EU Data Protection Officers and works councils across enterprise HCM customers.

### Indeed

2020–2022

*International Go-to-Market & Operating Model*

Led international GTM redesign and operating-model change across a multi-region commercial org.

### TE Connectivity

2018–2020

*HR Operations & Technology Transformation*

Redesigned HR operations and technology stack across 80,000 employees in 140 countries.

### Dell Technologies

2010–2018

*Global People Analytics, built from scratch*

Stood up People Analytics from 3 to 50+ globally. Governed workforce data for 150,000 employees.

## CAPABILITIES

- Workforce transformation & operating-model design
- HR technology strategy (Workday, ServiceNow, SAP)
- People operations & shared services redesign
- Workforce analytics & people data governance
- AI-enabled HR: strategy, governance, adoption
- Executive advisory · IMI Faculty · Future Academy founder