

Profile for

Paul C. Wilson

Highly experienced SAP, AI and Business Transformation Project Manager

Details	
Preferred Name:	Paul
Surname:	Wilson
Nationality:	South African
Languages(s):	English
Current Location/residential area:	Highly mobile to all locations
Highest qualification and certifications:	MBA (UK), PMP
AI Certifications	Stanford University, Machine Learning
Design Thinking	Stanford University, Design School
SAP Certifications:	RPA1, LEO4, LEO2, LEO1, ML1-1, ISM1-TL, LDT1-TL, DTC1-TR, SOLMAN2
SAP P/S-Number:	P2009154625
SAP Functional competency	MM/PP
Years of Transformation Leadership:	30+
Years of SAP Experience:	20+
S/4 HANA experience	10+

SAP Industry solutions experience:	Mining, Oil & Gas, Automotive, Process and Discrete Manufacturing, Rail, Capital Projects, Healthcare, Agriculture, GRC
Number of end-to-end SAP Implementations:	15+
Availability:	As needed, where needed
Leadership capability focus:	SAP Transformation, SAP Project Delivery or SAP BTP Innovation
Email address:	Paul.wilson@s4projects.com
Additional info:	Project Award winner, author of several business books, online courses, and SAP Las Vegas TechEd speaker on Business Transformation. Keynote speaker on Innovation with AI.
Introduction and references	
Executive Summary: Paul Wilson is a highly accomplished SAP S/4HANA Business Transformation and Major Programme Delivery Leader with over 25 years of international experience. His SAP career began as an R/3 MM/PP consultant at Toyota, building a strong technical foundation in core supply chain and manufacturing processes. He has since successfully led 15+ end-to-end SAP implementations, upgrades, and complex multi-billion-dollar global transformation programmes. Paul specialises in establishing robust PMOs, governance frameworks, Scaled Agile/DevOps delivery models, and playing key delivery roles in large global teams of up to 1,200 professionals. His expertise spans strategic programme planning, C-level stakeholder alignment, organisational change management, clean-core strategies, and the integration of innovative technologies such as SAP BTP to drive measurable business value and sustainable adoption. A recognised thought leader, author of books on enterprise innovation and organizational change management, and a frequent keynote speaker, Paul holds an MBA, PMP certification, and a comprehensive suite of SAP credentials. He is known for his strategic mindset, collaborative leadership style, and proven ability to translate complex challenges into high-impact business outcomes across manufacturing, utilities, energy, chemicals, healthcare, mining, rail, retail, FMCG, automotive, agriculture, and technology sectors worldwide.	

Employment History				
Company Name	Role	From	To	Reason for leaving
Deloitte S.A, OCM FinOps Specialist	SAP S/4 Upgrade OCM Lead and FinOps specialist	Nov 2024	Mar 2025	Completed Setup
Deloitte UK, internal role	S/4 Innovation Leader	Jun 2021	Dec 2025	Departure from the UK
SABIC with Deloitte UK	SAP S/4 Major Project setup specialist	Oct 2024	Dec 2024	Completed engagement
Shell with Deloitte UK	Global 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: Global Program Manager	SAP S/4 Program Manager / Head of PMO (incl. Business transformation strategy)	May 2018	Jan 2020	Completed Contract
Stanford University with 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 MANPOWER	SAP Team Lead (incl. Business transformation leadership)	Sept 2000	Feb 2002	COMPLETED PROJECT
VARIOUS IT CONTRACTOR POSITIONS	DATABASE ADMINISTRATOR / PROGRAMMER	Jan 1998	Aug 2000	NEW EMPLOYER

Sample references on the next page

NOTE: Paul no longer maintains a LinkedIn profile

Note: For Deloitte UK reference, please email 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.