

Blake Bowersock

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Executive Summary

Strategic Organization Design & Effectiveness leader with 20+ years of experience enabling large-scale transformations across global enterprises. Partner to senior executives in clarifying strategy, designing operating models, and providing organizational capabilities to create solution options that sustain long-term performance. Known for applying design frameworks at both functional and enterprise levels, leading executive workshops, and guiding clients through complex strategic shifts.

Strategic Impact Highlights

- Supported multiple initiatives for a multi-brand CPG company, redesigning enterprise, sales channel, HR, product innovation, customer, brand acquisition/ expansion, and marketing designs.
- Partnered with Fortune 50 retailer to redesign components of technology, store operations, and merchandising, resulting in improved agility and strategy alignment.
- Supported enterprise-level organizational design shifts across retail, utilities, CPG, and high-tech sectors using the Galbraith Star Model.
- Built OD methodologies, frameworks, and facilitation approaches used across multiple global clients to embed sustainable change.

Professional Experience

Wishbone Consulting, LLC – Charlotte, NC

Independent Organization Design Partner | 2016 – Present

- Advise senior leaders on operating model design, organizational assessment, and capability definition to enable new strategic directions.
- Facilitate executive-level workshops aligning priorities, structures, and capabilities to future-state strategies.
- Develop frameworks, tools, and localized OD approaches tailored for client needs in retail, consumer, and technology sectors.

North Highland – Charlotte, NC

Principal Consultant, Retail | 2022 – 2024

- Retail account lead for Lowe's Home Improvement and Estée Lauder Companies, focusing on strategic transformation projects.
- Built and maintained C-suite relationships, shaping organizational strategies and delivering solutions tied to measurable outcomes.

Accenture / Kates Kesler Organization Consulting – Charlotte, NC

Senior Manager, Strategy Consulting | 2019 – 2021

- Led organizational diagnostic assessments clarifying capabilities, structures, and processes required for enterprise strategies.
- Guided executives through design option evaluations and facilitated organization design workshops across retail, utilities, and CPG clients.

Ernst & Young LLP – Chicago, IL

Senior Manager, People Advisory Services | 2011 – 2016

Delivered strategic org design and change initiatives across higher education, energy, and healthcare sectors. Condensed highlights include leading capability gap assessments, redesigning HR functions, and facilitating future-state operating model alignment.

Earlier Career

Accenture – Dallas, TX | Manager, Talent & Organizational Performance (2003 – 2011).

Various roles in organizational change management supporting complex systems implementations plus organization design, role redesign, and transformation initiatives, including insurance, financial services, and resources/ utilities organizations.

Education & Certifications

BBA, International Business – University of Oklahoma, Price College of Business

Minors: German & Legal Studies | Study Abroad: Ruprecht Karls Universität Heidelberg, Germany

Community Connections

Advisory Board Member, OU JCPenney Leadership Program | Promotions Committee, Downtown Belmont Development Association | Meals on Wheels Volunteer | OU Club of Charlotte President (2019–2022)