

DOUGLAS SOLOMON

Executive Bio | Operations Executive | Multi-Site P&L Leadership | AI-Enabled Operations

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PROFILE

Douglas Solomon is an operations executive who runs operations with an investment banker's rigor and a builder's approach to AI, turning underperforming multi-site organizations into data-led, profitable ones. Over 15 years across federal services, The Walt Disney Company, Fortune 500 consulting, and investment banking, he has become the leader organizations call when the environment is frenetic and the answers are vague.

As Director of Operations at Accenture Federal Services, Douglas owns a \$20M+ P&L within a \$200M+ federal program, leading 220+ employees across 11 sites. He grew revenue from \$15M to \$20M while expanding from 8 to 11 sites, cut employee turnover from 68% to 17%, and promoted 15 people into management in 18 months. At Walt Disney World Resort, he led the team that built a predictive staffing platform, delivering \$3.2M in annual labor savings at a park serving 50,000+ guests a day. As a Senior Manager at Accenture, he led operations engagements for Apple, Domino's, Shake Shack, Axon, Battelle, ASRC Federal, and JAB Holding's Peet's Coffee and National Veterinary Associates.

Douglas leads from the floor. He diagnoses before he prescribes, gives every manager numbers they own, and builds leadership benches ahead of growth. He built AI agents that now run across Accenture Federal Services, including a hiring agent that saves 16,000 hours a year and AI-written SQL reporting that has saved 10,000 hours and \$2.6M in productivity value. He began his career in mergers and acquisitions at Credit Suisse, executing 15+ transactions totaling more than \$26B.

SELECTED RESULTS

Result	Organization
Revenue up 33%, \$15M to \$20M, while growing from 8 to 11 sites	Accenture Federal Services
Turnover cut from 68% to 17%; 100% inspection pass rate	Accenture Federal Services
AI agents running across the company, saving 16,000 hours a year	Accenture Federal Services
\$3.2M annual labor savings; 96% forecast accuracy	The Walt Disney Company
Led product operations supporting Axon Air's 5x growth, \$20M to \$100M	Axon
Predictive scheduling for 400 locations in 22 states; unit labor costs down 2.1%	Shake Shack
\$26B+ in M&A transactions, including Genzyme's sale to Sanofi	Credit Suisse

EDUCATION AND CERTIFICATIONS

Master's Degree, Organizational Leadership, MIT | MBA, University of Michigan Ross | BS, International Business, NYU Stern
PMP | Prosci® Certified Change Practitioner | SHRM-CP | Lean Six Sigma Green Belt | AI certificates: Harvard Business School, UVA, Microsoft

IN THEIR WORDS

"Douglas is one of the strongest leaders we have worked with. He adds value at every level and to every person he touches."
SVP, Walt Disney World Resort

Douglas lives in Ashburn, Virginia, where he recharges outdoors hiking, kayaking, and fly fishing.