

Michael Trombley

Recruiter and Network Short Profile | Transformation Leadership | Process Excellence

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Positioning

Michael Trombley has spent 27 years helping leaders and organizations realize the art of the possible by making change human, responsible, and real. At Northrop Grumman, that work has evolved from software engineering and mission assurance into enterprise transformation leadership spanning Lean Six Sigma, continuous improvement, process intelligence, automation, governance, and AI-enabled operations.

His work sits at the intersection of AI, process intelligence, and human capability. He is strongest where organizations are dealing with complexity, misalignment, or invisible friction and need someone who can make the work visible, get the right people engaged, and turn that into better execution and measurable value.

Selected Impact

- Built an enterprise Process Intelligence Center of Excellence, delivered **20+** initiatives tied to strategic ROI, grew a practitioner community to **150**, and developed **12** citizen value engineers.
- Drove a **4x** improvement in Engineering Design Review package throughput across **50+** value streams on a key defense contract by applying process intelligence to expose bottlenecks and redesign the work.
- Reduced employee corrective-action response times by **30%+**, bringing performance back within SLA thresholds by using process intelligence to identify friction points and deploying automation and AI directly into the workflow.
- Applied process intelligence to production-planning workflows, rapidly building KPI control towers and orchestration automations that surfaced more than **\$2M** in touch-time labor-savings potential, exposed workflow interruption points, and informed interventions that created substantial enterprise-scale dwell-time recovery opportunities across multiple production environments.
- Led Northrop Grumman's first multi-sector **CMMI Level 5** appraisal across **24** programs and multiple divisions, helping shape future enterprise strategy for process maturity and assurance.

Best-Fit Role Themes

- Transformation leadership
- Process excellence / operational excellence
- Operating model design and execution
- Process intelligence, automation, and AI-enabled operations
- Governance, metrics, and measurable ROI from strategic initiatives
- Human-centered adoption of enterprise capability
- Complex, regulated, cross-functional enterprise environments

Location and Role Shape

Michael is based in San Antonio. For the strongest-fit opportunity, he is very open to remote work. He would also consider hybrid roles or relocation with assistance in most major metropolitan areas, provided the role, city, and economics make sense.