

MEDIA KIT · 2026

From Data to Action

Empowering Data. Driving Growth.

Workforce Strategy, Workforce Intelligence, and Workforce and AI
Transformation Advisory

PARTNER & FOUNDER

Tomeka Hill-Thomas, Ph.D.

ABOUT US

Turning Workforce Data into Business Strategy

*"From insight to impact —
with data, AI, and people-first strategy."*

— From Data to Action

From Data to Action helps organizations turn workforce data into clear strategy and measurable business impact. We partner with C-suite leaders across industries to align talent with business priorities — using data, AI, and advanced analytics to move from insight to action.

● Big 4 Executive Pedigree

Leadership at EY and Mercer — enterprise-grade credibility and depth.

● Doctoral-Level Analytics

Ph.D. Economics (Cornell), M.S. Statistics (American University), B.S. Mathematics (Duke).

● Hands-On AI Implementation

We build and deploy AI — every recommendation is grounded in real implementation experience.

● 20+ Years Enterprise Experience

Deep expertise across retail, finance, manufacturing, and professional services.

MEET THE FOUNDER

Tomeka Hill-Thomas, Ph.D.

Founder & Principal · From Data to Action · Chicago, IL

Tomeka Hill-Thomas is a workforce strategy executive with 15+ years partnering with C-suite leaders to shape enterprise transformation agendas, build leadership capability, and deliver measurable outcomes. She brings Big 4 consulting rigor, doctoral-level analytical depth, and hands-on AI implementation experience.

Previously Global Head of Advanced People Analytics at Ernst & Young and Senior Principal at Mercer, Tomeka has led transformations spanning pay equity remediation for 100,000+ employees, AI-powered attrition modeling, and workforce strategy for Fortune 500 CHROs.

1M+

Employees
Impacted

\$10M+

HR Investment
Driven

20+

Years
Experience

WHAT WE DO

The **Insight-to-Action** Framework

Every engagement follows our proven four-step methodology — moving organizations from a clear-eyed assessment of their workforce to a fully embedded, action-ready strategy.

Step 01

Discover

Listen to your business challenge and workforce context

Step 02

Design

Develop analytic frameworks and methodologies

Step 03

Decipher

Apply advanced analytics and AI to extract insights

Step 04

Deliver

Actionable recommendations with implementation roadmaps

OUR SERVICES

Three Core Practice Areas



Workforce Strategy

Align talent strategy with business priorities to ensure the right workforce today and in the future. Identify capability gaps before they become constraints. Model scenarios for expansion, transformation, or restructuring with confidence.



Workforce Intelligence

Integrate internal workforce data, external labor market insight, and advanced analytics for a complete view of what is impacting your business. Identify top workforce risks and highest ROI opportunities.



Workforce & AI Transformation

Navigate organizational change without losing momentum. Redesign how work gets done while maintaining continuity. Prepare your workforce for AI integration, automation, and evolving skill requirements.

OUR CORE VALUES

What **Guides** Our Work

01 Data-Driven Integrity

We anchor every recommendation in rigorous analysis and transparent insights. Leaders trust us because our guidance is grounded in facts — always ethical, objective, and evidence-based.

02 Strategic Partnership

We operate as trusted advisors — collaborating closely with leadership teams to align workforce strategy with organizational goals and deliver solutions that create real value.

03 Accountability for Results

We measure what matters. Every engagement includes clear outcomes, performance tracking, and a commitment to delivering sustainable, measurable business impact.

04 Resilience & Adaptability

We help organizations anticipate change and thrive through uncertainty — building agile workforce strategies that support long-term stability and growth.

CLIENT OUTCOMES

What Leaders **Achieve**

After working with From Data to Action, our clients leave with clearer strategies, stronger leadership pipelines, and workforce plans that can adapt to uncertainty.

Clarity

A clear workforce strategy aligned to business goals. Insights that drive performance, reduce turnover, and improve engagement.

Confidence

Decisions grounded in data, not guesswork. Leaders prepared to manage change and AI integration ethically and responsibly.

Capability

Smarter hiring aligned to future skills. Employees with clear pathways to grow. Strong pipelines of ready leaders built for what's next.

Measurable Results

Workforce investment with clear ROI. Higher productivity, improved retention, internal mobility, and reduced attrition.

INDUSTRIES SERVED

Where We **Work**

Our frameworks are built for complexity and scale — we've delivered results across a broad range of industries where workforce strategy drives competitive advantage.

● **Retail**

● **Banking & Finance**

● **Professional Services**

● **Manufacturing**

● **Healthcare & Hospitals**

● **Educational
Institutions**

GET IN TOUCH

Let's Work Together

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WEBSITE

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LOCATION

Chicago, IL
Serving clients nationally &
globally

Our mission is simple. Help organizations build resilient, future-ready workforces — and create cultures where people and businesses thrive together.