



R O Y T R A N

Media Kit



*Leadership architect. Writer. Advisor. Working at the intersection of
leadership, identity, and organizational architecture.*



Biography

Roy Tran is a systems thinker, writer, and advisor working at the intersection of leadership, identity, and organizational architecture. With over two decades of senior People and Human Resources leadership experience across North America, Europe, and Asia, he helps leaders move from performing leadership to designing it.

His most recent role was Global Chief People Officer at Pizza 4P's, one of Asia's most recognized purpose-led restaurant groups, with leadership responsibility across five countries. Earlier in his career, he held senior People and Human Resources leadership roles at Maple Leaf Foods, the City of Toronto, Ontario Lottery and Gaming Corporation, Walmart Canada, HSBC, Aviva, and Cogeco.

Roy's work sits at the intersection of human resources, technology, and data-informed decision-making, including the responsible application of artificial intelligence in workforce systems. He is the founder of Beyond the Title, a body of work exploring the invisible architecture of leadership through essays, speaking, and advisory engagements.

CHRL · CHRP · PMP · Ivey Executive Leadership

City Manager's Award, City of Toronto · Board Director, HRPA York Region · AURA for Refugees · Raise the Roof

The Story Behind the Work

Roy's career has been deliberately built across the organizational conditions that most reveal leadership architecture: high regulation, large scale, cultural complexity, and the gap between what systems are supposed to do and what they actually ask of the people inside them.

He has led People and Human Resources functions through enterprise-wide change in highly regulated public sector organizations, multinational financial services firms, consumer goods companies, and purpose-led lifestyle brands. Each environment has demanded a different kind of clarity, and a different kind of restraint.

The throughline is the same: leadership treated as design, not performance. Systems built to outlast their architects. People trusted to do meaningful work without constant correction.

Qualifications, Awards, and Service

Professional Certifications

Certified Human Resource Leader

Certified Human Resource Professional

Project Management Professional

Executive Leadership Program · Ivey School of Business

Recognition

City Manager's Award

City of Toronto · COVID-19 crisis leadership

Board Service

HRPA York Region · Board Director and Chapter Chair

Raise the Roof · Board Director

AURA for Refugees · Board Director

Areas of Expertise

AI-Augmented Workforce

AI-augmented workforce systems and people governance, including the responsible application of artificial intelligence inside complex organizations.

Organizational Architecture

Operating model design and organizational architecture that creates clarity and reduces systemic friction.

Leadership Development

Leadership development and succession infrastructure built to outlast individual leaders.

People Analytics

Workforce planning and people analytics that inform strategic decisions with evidence rather than intuition.

Human Resources Transformation

Human Resources transformation in highly regulated and complex environments across multiple industries and geographies.

Change Leadership

Leadership through cultural and organizational change, navigating identity, systems, and human complexity.

Speaking Topics



Designing Clarity

How leadership shifts when clarity is treated as architecture, not communication.
What changes when friction is designed out of systems.

Leading Through AI Change

What actually changes when tools evolve faster than human judgment, and why leadership now depends on trust, sensemaking, and restraint.

Scaling Without Burnout

What sustainable growth requires when velocity increases, and how organizations expand without breaking what made them work.

Control to Composure

The leadership transition from managing everything to holding what matters.
Why composure becomes the stabilizing force at scale.

In His Own Words

Three lines that recur across Roy's essays, keynotes, and client conversations.

“Leadership isn't what you say. It's what your systems quietly ask people to carry.”

“The most important leadership work is rarely visible. It is the architecture underneath.”

“Burnout is not a personal failure. It is a design failure.”

Selected Testimonials

“Roy added incredible expertise to a complex HR transformation, anchored in his experience leading large transformations at other organizations. He brings a rare skill-set, which when coupled with his credibility, makes him an ideal ambassador for an evidence-based approach to HR.”

Matt Burns · Investor, atlas copilot

“Roy was extremely knowledgeable regarding the HR process and call center technology. His thorough quality and agile approach works extremely well with large projects. Roy's attention to detail, innovative problem solving skills, leadership, and tenacity led us to resolve the issue quickly.”

Christy Cole · Senior Vice President, Human Resources and Revenue Shared Services, ABM Industries

“Roy was genuinely supportive, approachable, and fun to work with, which made even the most challenging projects enjoyable. He is highly forward-thinking, staying on top of emerging trends and technologies and encouraging me to think differently and innovate. His leadership had a lasting impact on my development.”

Marina Stilli · Human Resources Business Partner, Maple Leaf Foods

Suggested Editorial Angles

01 *Beyond Performance Metrics*

Leadership beyond performance metrics and role-based authority. What it actually means to lead.

02 *Invisible Labor*

The invisible labor leaders carry inside fragmented systems, and why it rarely shows up in job descriptions.

03 *Identity and Migration*

Identity and migration as forces shaping how systems are built and navigated across cultures.

04 *Clarity as Architecture*

Why clarity functions as architecture, not communication. What that means for how leaders design their environments.

05 *Leadership in the Age of Artificial Intelligence*

Leadership in the age of artificial intelligence and accelerating intelligence. Trust, restraint, and the role of human judgment.

06 *Burnout as Design Failure*

Burnout is not an individual weakness. It is a design failure, and organizations must own it as such.

07 *Systems That Outlast*

What it means to build systems that outlast their creators. The ultimate test of leadership architecture.

Contact and Booking

Email

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For media, press, speaking, advisory, and podcast inquiries.

Find the Work

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Beyond the Title Podcast on [Spotify](#) and [Apple Podcasts](#)

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Locations

Toronto, Canada

Ho Chi Minh City, Vietnam



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Beyond the Title