

Mike Williams

Vice President, Chief People Officer



Mike Williams is responsible for all aspects of the human resources processes and results within Luminant, a competitive power generation subsidiary of Energy Future Holdings Corp. Luminant's activities include plant, mine, wholesale marketing and trading, and development operations.

Williams's accountabilities include:

- Coordinating with Luminant's leadership team and with EFH to develop and implement sound, forward-thinking strategies for growing and improving the talent within the workforce
- Aligning HR practices with business needs to drive organizational performance
- Driving the performance management process to create a high-performance organization
- Developing hiring profiles for jobs within his assigned organizations and sourcing talent to ensure that the talent needs are met
- Guiding management in creating development plans that create employee commitment and foster continual employee growth
- Developing HR strategies to drive culture change in support of the Luminant business objectives

A senior executive with a successful track record of building and leading HR as a business partner, Williams joined Luminant in October 2010 from Safety-Kleen Systems where he served as senior vice president of HR in an organization of over 200 locations across North America. At this leading provider of oil collection and industrial recycling services, Williams managed all HR functions and reported to the chairman and the CEO. His 30 years of experience includes leading HR and labor relations functions for other industrial companies that include ServiceMaster, Waste Management, PepsiCo, Genstar Corporation and Wolverine.

Williams has a bachelor's degree in business administration from Oklahoma State University and a J.D. in labor and employment law from the University of Arkansas. He is a member of the American Bar Association and Arkansas Bar Association as well as a Senn-Delaney executive coach, Six Sigma Green Belt and guest lecturer at the SMU Dedman School of Law.

Williams and his wife have three children and two grandchildren and live in the Dallas area.