

AMBROSIA PATTERSON

EXPERIENCE

January 2025 - present **Management Consulting Senior Manager, Accenture Federal Services**

2022 - January 2025 **Change and Transition Program Manager, FBI**

Upon the successful completion of the move of the FBI's Budget Section to FBI Redstone, I identified a gap in the FBI's approach to the move - FBI leadership set strategy and dedicated people to planning, construction and HR actions, but there was no corporate entity focused on the human side - listening to those affected by the move, guiding them through the change journey (expressed well through the Kübler-Ross Change Curve), and pushing them to not just lift and shift, but reimagine and transform. I approached FBI leadership with the idea of creating a new role to focus on the transition, reconstitution, and transformation of mission sets at FBI Redstone. They agreed and I voluntarily stepped out of my senior executive role to lead this effort. Highlights:

- I conceived of the "transition DNA" framework the FBI now uses for all groups that are moving to FBI Redstone, framing the transition through the dimensions of people, space needs, technology, partnerships and change and communications. I use this framework to structure working level and executive meetings and its use has led to praise from end users and leadership and more comprehensive requirements capturing.
- I coach leaders and line-level employees, helping them navigate professional and personal change journeys. My experience of moving here in 2019 informs my coaching and I listen to each individual story to help people generate personalized solutions.
- I facilitate group discussions to lead discovery on the transformational possibilities facilitated by the new facilities, working with end users to understand and reshape, as appropriate, team structures, using the move as an opportunity to reimagine and transform how missions are completed (specific examples can be shared upon request).
- I have facilitated the move of groups including FBI digital forensics, national security analytics, and cyber training to the 360-seat Innovation Center and Kinetic Cyber Range, both of which are technologically-driven facilities that have no rival anywhere else in the federal or private sector.
- My division transition work has led to the "graduation" of five FBI divisions from their state of active transition to steady state on the ground operations at FBI Redstone.
- I am planning for the movement of approximately 1,200 additional personnel to two new technology buildings, set to open in late 2026.
- I have undertaken efforts to provide better data to answer employee and partner questions on the FBI's strategic vision for this move, conducting hundreds of internal and external briefings and discussions in this space. I have also worked to educate FBI personnel on what living in the Huntsville Metro Area is like. That said, over the course of this move, the FBI has continued to average a "take rate" of approximately 10 percent acceptance on this move. I do not expect this percentage to increase due to the fact that many of the personnel affected by this move are natives of the National Capital Region and are close to retirement and are thus less likely to relocate. That said, substantial interest from our field office personnel has been expressed and I have helped many field personnel figure out how to make the move to FBI Redstone, connecting them with leaders looking to fill vacancies.

- My work is being used to inform the FBI's approach to the potential future movement of National Capital Region-based entities from the current Washington, D.C. headquarters location to another location in the National Capital Region.
- Following meetings with industry, educational and other government agency partners, I led the effort to add a fifth strategic pillar focused on partnerships to the FBI's vision for FBI Redstone.
- I enhanced the precision with which the FBI tracks which entities are staffed at what levels by building, helping the FBI better understand the capabilities present at FBI Redstone.
- The FBI received over \$3 billion and the campus has grown to over 2,200 people during my time in this role, thanks in part to my internal and external education efforts.
- My efforts have led to personnel feeling more "heard" by leadership, which has facilitated a smoother transition of functions from outgoing to incoming personnel. In an effort to answer FBI employee questions about living in the Huntsville Metro Area and working at FBI Redstone, I have conceived of and led FBI-wide events to educate personnel on topics such as the history of Alabama and what it is like to be a member of the LGBTQIA+ community here. I have also personally interviewed executives on their career journeys and work being done here, which has served to inspire others in both their career endeavors and entice more people to move to FBI Redstone.

2018 - 2022
2017 - 2018

Budget Officer, FBI (Senior Executive Service)
Acting Budget Officer, FBI

Senior executive in charge of the planning and execution of all FBI resources, leading a section of over 50 government and contractor personnel and overseeing a resource footprint totaling over \$10 billion. Highlights:

- The FBI's level of appropriated resources surpassed \$10 billion for the first time under my leadership.
- I served as the first FBI executive to relocate to Huntsville and lead the relocation of an entire FBI team. My workforce fill rate was reduced by 90 percent over the course of this transition. I led the remaining team members through the change, recruited for, refilled, and reestablished the team, their capabilities, and culture. I led the reimagination of the best way to complete budget formulation and execution functions, transforming the section by reconfiguring unit structures, establishing new strategic roles, eliminating non-value add functions, and implementing technology solutions. Result was a more high-functioning section that was able to execute on budget submissions and financial statement deliverables in a more accurate, efficient way.

2017

Deputy Budget Officer, FBI

Second in command to the FBI's Budget Officer. Frontline manager of five Unit Chiefs and one Program Manager. Supported all budget planning and execution functions of the FBI.

2011 - 2017

Chief of Budget Execution, FBI

Chief in charge of executing all resources both directly appropriated to the FBI and those received from other federal sources. Maximized quantitative and small group leadership growth potential, developing expertise in balancing budget work with the challenge of managing humans, transforming the team from a disjointed band of solo performers to an integrated, highly functioning group, resulting in top performance amongst federal budget execution teams.

2011

Acting Financial Manager, Washington Field Office, FBI

Ran the multi-million-dollar finance arm of the FBI's Washington Field Office, monitoring and executing both operational and administrative spending.

2009 - 2011

Budget Analyst, Strategic Management and Organizational Support Unit, FBI

Responsible for updating and tracking FBI financial strategy and performance metrics and planning for and leading FBI leadership planning sessions focused on succession planning.

2004 - 2009

Budget Analyst, Budget Formulation and Presentation Unit, FBI

Responsible for requesting additional funding for the FBI through the federal budget process. Analyst in charge of the FBI's Counterterrorism budget and other operational programs.

EDUCATION

2024

Georgetown University Institute for Transformational Leadership, Certificate in Leadership Coaching

Address: 37th and O Street NW, Washington, D.C. 20057

Phone number: 202-687-0100

2011

The George Washington University, Master of Accountancy

The quantitative study I engaged in as part of this program is an excellent complement to my inherent love of and aptitude for organizational behavior-related topics

Address: 1918 F Street NW, Washington, D.C. 20052

Phone number: 202-994-1000

2000 - 2004

Case Western Reserve University, Bachelor of Science in Business Management

Minor in Political Science, Concentration in Labor Relations and Human Resources

Special focus on Organizational Behavior

Address: 10900 Euclid Avenue, Cleveland, Ohio 44106

Phone number: 216-368-2000

ORGANIZATIONS

International Women's Forum, Alabama Forum, member and host of [IWF Alabama's HERStory Podcast](#)

Women's Economic Development Council, Huntsville, Alabama, member and Membership Committee Chair

Leadership Greater Huntsville, member of Flagship Program Class 33

INTERESTS

Leadership and Executive Coaching

- Coaching several Senior Executives and line-level leaders as they navigate career and personal challenges and the FBI's transition to FBI Redstone
- Working toward Professional Certified Coach (PCC)-level certification

Creative and biographical writing

- Featured on [NPR's Sundial Writers Corner](#) (May 2023 and December 2022)

Public speaking

- May 2022: ["Inside Huntsville"](#) - the FBI and my career story
- March 2023: Women's Economic Development Council (WEDC) - having a career in a male-dominated field
- April 2023: FBI - empowerment-focused class
- April 2023: Women in Defense - having a career in a male-dominated field
- July 2023: Flourish Consulting ["SheBoss"](#)
- July 2023: University of Alabama at Huntsville (UAH), Propulsion Research Center - how to face unexpected career challenges
- December 2023: Athens State College of Business commencement speaker
- August 2024: Disrupt HR Huntsville - coaching tips for non-coaches
- October 2024: American Association of University Women - the FBI and my career story
- October 2024: UAH and Women in Defense PhD and Masters scholarship recipients - the FBI and my career story
- May 2025: WEDC - "Do, Delegate, Delete" workshop