

# CALVIN LYMAN

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**Core Skills:** • Cross-Functional Team Leadership & Collaboration • Change Management & Digital Transformation • Data-Driven Strategy & Analytics

## SUMMARY

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An AI-enabled Product Design leader with a proven track record of driving digital transformation through strategic change management. I earned my Bachelors by 18 and, after completing grad school, jumped headfirst into empowering teams and customers with innovative solutions. Blending customer-centric strategy with cross-functional leadership, I've built scalable enablement programs, led organizational change initiatives, and delivered experiences that drive measurable business impact and customer satisfaction.

- Led digital transformation initiatives across the organization, driving change management strategies that facilitated smooth adoption of new technologies and processes, resulting in enhanced operational efficiency and customer experience.
- Strengthened cross-functional partnerships with Product, Engineering, Sales, and Marketing teams, aligning enablement strategies with business objectives and ensuring seamless collaboration across the customer lifecycle.
- Built scalable enablement frameworks and knowledge management systems, creating centralized resources and best practice documentation that accelerated team ramp-up time and improved consistency across customer interactions.
- Developed and mentored high-performing customer success and enablement teams, fostering a culture of continuous learning, innovation, and customer-centricity that resulted in improved team engagement and retention.

## EXPERIENCE

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PAYCOM, Oklahoma City, Oklahoma

**Manager of Product Design, 2023-2025**

- Scaled a multi-team design org supporting enterprise HCM portfolios; aligned design strategy with revenue retention goals and roadmap priorities.
- Co-led experience strategy across employee-usage-driven products (e.g., Beti®, Vault®, Everyday), sharpening adoption narratives and in-app guidance to drive usage.
- Built Design Ops (structured intake, Jira reporting, Design Quality Guide) to reduce cycle time, increase predictability, and improve visibility across portfolios.
- Provided stability through change: navigated 3–4 leadership and process shifts (agile → waterfall → hybrid), maintaining consistent expectations and rituals so designers experienced continuity despite reorgs.
- Lifted team engagement—Gallup overall at 4.09 (Oct 2024; 45th percentile), sustaining a five-cycle average of 4.04 (range 3.99–4.09; low variance 0.04).
- Clarified expectations: the Gallup "I know what is expected of me at work" item increased by +0.20 (from 3.94 → 4.14) after implementing role blueprints and performance scorecards.

PAYCOM, Oklahoma City, Oklahoma

**Product Design Team Lead, 2020-2023**

- Directed design for high-visibility launches/expansions, including Beti® (employee-driven payroll), Clue™, and Vault®/Everyday; aligned flows, content, and enablement to accelerate field adoption.
- Introduced execution-to-impact reviews (OKR-tied) that connected design choices to customer outcomes (usage, support burden, payroll error reduction).
- Stabilized delivery during reorgs and PM reductions via a shared source-of-truth board and IC-driven planning—zero team attrition and no missed critical releases.

- Mentored designers into lead roles; codified peer critique and a reusable research kit that raised craft quality across portfolios.

PAYCOM, Oklahoma City, Oklahoma  
**Senior Product Designer**, 2020

- Provided design direction and mentorship during leadership transition.
- Stabilized workflows and supporting team delivery.

PAYCOM, Oklahoma City, Oklahoma  
**Product Designer**, 2019-2020

- Shipped a high volume of features across the HCM suite; partnered with Eng/QA/Legal/Marketing to reduce handoff friction and shorten release lead time.
- Contributed to experiences under a single-database, employee self-service architecture, improving continuity and data integrity across modules.

PAYCOM, Oklahoma City, Oklahoma  
**UI Designer**, 2017-2019

- Designed and delivered high volume of product features across Paycom's platform while applying rigorous design principles.
- Built strong cross-functional connections across product, development, QA, marketing, and legal.

KEITH MAY REAL ESTATE, Edmond, Oklahoma  
**Web Marketing Assistant**, 2013-2017

- Led web marketing strategy and execution to support business growth.
- Built a WordPress content hub and SEO playbook (local landing pages, structured data, lead magnets) improving organic discoverability and marketing list growth.

## ADDITIONAL EXPERIENCE

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OKLAHOMA CHRISTIAN UNIVERSITY, Edmond, Oklahoma, Web Marketing Intern, 2013-2015. Interned in the marketing department at Oklahoma Christian University under Stephen Bell. Led content management for OC run website, <http://ebiblestudy.oc.edu>, as well as some other content management and web marketing tasks. Supported database management and large-scale website updates as part of a collaborative marketing team. Entered data into our content management system, editing in both Markdown and HTML, as well as editing images. Ran advertisements in our Google Adwords account. Wrote content and editing pages on our website.

GRANBURY CHURCH OF CHRIST, Granbury, Texas, **Youth Ministry / Preaching Intern**, 2014.

CHICKFILA, Granbury, Texas, **Team Member**, 2013.

## ENTREPRENEURIAL EXPERIENCE

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LYMAN WEB DESIGN, LLC, **Owner**, 2011-2025. Offering high-quality web design with personalized touch for affordable prices. Created WordPress-based designs, offering great customization and providing clients easy access to finished products.

## EDUCATION

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OKLAHOMA CHRISTIAN UNIVERSITY, Edmond, Oklahoma  
**M.Div., Theology / Theological Studies**

THOMAS EDISON STATE COLLEGE, Trenton, New Jersey  
**Bachelors, Communications**