

Summary

Henry Bell joined ScottMadden in 2010, after spending 12 years in the military and healthcare industries. His consulting experience spans corporate and shared services design and implementation, HR, IT, and cybersecurity. Prior to joining ScottMadden, Henry led the strategy and operations team at Abbott Laboratories focused on strategic development and operational improvements. Additionally, he served in the United States Army as a special operations team leader focused on operational assessments and infrastructure project development and implementation. Henry earned a B.S. from Vanderbilt University and an M.B.A. from Goizueta Business School at Emory University. He is a certified information systems security professional (CISSP).

Areas of Specialization

- HR systems integrations and testing
- Operations improvement and process redesign
- Shared services design and implementation
- Cyber and physical security
- IT management and governance
- IT operations assessment and improvement

Recent Assignments

- Led HR service delivery model design and build for a large multinational beverage producer. Effort included org design and staffing, policy and process redesign, and service management technology design and implementation
- Led integrations workstreams for an HRIS (Workday) implementation project spanning HR and payroll for a large entertainment company. Included spearheading 72 integrations through the software development lifecycle from conceptual design through technical specs, testing, cutover, and deployment
- Led HRIS system (Workday) implementation workstreams for a large multinational beverage producer. Testing scope included multiple rounds of end-to-end testing, system and user-acceptance testing, integration, and payroll parallel testing across a complex legacy ecosystem
- Led testing workstreams for an HRIS (Workday) implementation project for a large entertainment company. Effort included multiple cycles of system integration testing, payroll parallel testing, user-acceptance testing, and various ad hoc tests
- Led engagement to identify \$350 million in O&M savings for a large publicly traded power company through the design and implementation of an opportunity assessment process. Developed and piloted the methodology to identify and assess the activity costs, workload drivers, and unit rates for all HR processes
- Led civil military operational assessments and project management of 42 infrastructure development projects worth \$9.8 million. Worked collaboratively with the U.S. Department of State to establish better political processes, mitigate risks, and identify opportunities on matters of state and governance relating to six local governments
- Assessed an IT operating model for a large, national electric utility, including IT strategies, planning, and operational processes. Developed recommendations and road map to support IT transformation and ongoing continuous improvement efforts. Implemented operating model across the enterprise
- Assessed the security operating model, including both cyber and physical security processes, for a large publicly traded utility. Developed and implemented process improvements across the enterprise
- Led design and implementation of security operating model for a large, publicly traded power company aligned with the NIST CSF, including security control development, vision and mission creation, business planning, and functional area metrics and responsibilities
- Led security control assessment, gap analysis, and remediation through implementation of NIST CSF-based policies and supporting processes for a large publicly traded power company
- Established operational technologies governance and oversight program for a midsize southwestern utility, including OT policy and procedure documentation with NERC CIP responsibilities
- Designed and implemented an information management organization for a large entertainment company to ensure oversight of enterprise security and privacy controls for global data privacy requirements
- Redesigned the IT access management program for a large national electric utility, including process for provisioning, access controls, and compliance monitoring
- Assessed security posture of HRIS-related integrations and applications associated with PII. Formulated recommendations to enhance the defense in depth, including DLP requirements and implementation road map