

Summary

Rodrigo Adissi is a director at ScottMadden with more than eight years of experience in large program and project management, technology selection and implementation, organization design and transformation, shared services assessment, design and implementation, and process improvement. Since joining ScottMadden, he has worked across HR, IT, finance, and supply chain functions across many industries, including professional services, manufacturing, healthcare, consumer products, and non-profit. Rodrigo started his career in the marketing areas of SC Johnson and Georgia-Pacific. He earned an M.B.A., with concentrations in strategy and global management, from Emory University's Goizueta Business School, and he holds a B.S. in industrial and civil engineering from The Pontifical Catholic University of Rio de Janeiro (PUC-RIO, Brazil). Rodrigo is fluent in English and Portuguese and is conversational in Spanish.

Areas of Specialization

- Business Administrative Services
- Finance and Accounting
- Global Business Services
- Human Capital Management
- Information Technology
- Multifunction Shared Services
- Supply Chain

Recent Assignments

- Transitioned finance inquiry resolution to the service center for a global professional services firm. Defined organizational changes, aligned functional roles, identified support topics, and managed the deployment
- Identified critical enhancements to ServiceNow's knowledgebase and service portal for a global biotech firm with 30,000 employees. Aligned improvements with HR leadership and developed the implementation roadmap
- Led the technology work stream on a project to streamline the service delivery model of a global professional services firm with 35,000 employees. Assisted with requirements gathering, secured stakeholder approvals, and prioritized 300+ improvement opportunities. Spearheaded the deployment and stabilization plan
- Assisted in the program management of a global HCM implementation for a \$5 billion international client with 40,000 employees in 38 countries. Supported all aspects of the program with senior executives at the organization, including the CHRO, HR leadership team, CIO, and IT leadership team
- Acted as the business liaison and led cross-functional teams of HR, payroll, IT, and technology implementers to deploy a global cloud solution
- Created a business case and developed the staffing model to redesign the engineering department of a U.S.-based, large energy utility player
- Led HCM vendor and implementation partner selection for a multinational firm in the CPG industry by developing selection criteria, creating demonstration scripts, and facilitating contract negotiations
- Managed all phases of a Workday implementation for an organization with more than 25,000 employees going through an M&A process by acting as the interface between the implementation partner and senior leaders throughout solution architecture, configuration, testing, deployment, and stabilization
- Developed a business case for a global chemical manufacturer to implement a new HRIS and streamline the existing service delivery model. Studied the market landscape and analyzed existing systems, organization structure, and headcount to determine labor reductions necessary to offset investment
- Managed a large multifunctional team by implementing a benefits administrator outsourcer for one of the largest grocery chains in the United States and acted as the liaison between senior leadership and the project team. Spearheaded testing and auditing work streams
- Performed current state assessment of more than 15 shared services for one of the largest non-profit healthcare systems in the United States by conducting more than 100 client interviews with top leaders in the organization, benchmarking performance metrics, and evaluating operational processes through custom-made shared services maturity model