

Summary

Scott McNerney joined ScottMadden in 2019. He brings more than 20 years of experience, serving as a program and project leader for client engagements across multiple sectors, including consumer products, energy, entertainment, financial services, healthcare, manufacturing, telecommunications, and transportation with a focus on human capital. Scott's functional experience in human capital includes compensation, benefits, time management, payroll, and HRIS. He has extensive experience with current state assessments, benchmarking, shared services design, work activity assessments, mergers and acquisitions, software selection and implementation, vendor contract negotiations, and business process outsourcing. Prior to consulting, Scott managed compensation, benefits, and payroll at Citibank and implemented global HR solutions at The Coca-Cola Company. He has served clients in multiple countries with extensive work experience in South America. Scott earned a B.S. in business from the University of South Dakota.

Areas of Specialization

- Project Management
- Technology Selection and Implementation
- Shared Services
- Work Activity Assessment
- Delivery Model Optimization

Recent Assignments

- Managed the assessment of human resources operations, focusing on sourcing and recruitment, onboarding, time management, and payroll administration, for a services company in the airline industry. Reviewed current technology solutions and integrations. Interviewed more than 100 stakeholders and employees through visits to six site locations. Organized and facilitated four workshops focused on future state improvement opportunities. Conducted weekly steering committee meetings and stakeholder updates. Developed phased-implementation roadmap for identified improvements. Client operations in 45 states with 25,000 employees; primary HCM was UKG
- Directed an assessment of U.S. payroll operations, evaluating technology solutions and integrations, organization structure, and end-end processes, for a manufacturing and consumer products and services company. Conducted stakeholder interviews and performed benchmarking analysis. Collected and reviewed client data through information request. Identified more than 20 improvement opportunities and developed detailed roadmap and prioritization of initiatives. Organized and conducted periodic steering committee meetings and stakeholder updates. Developed weekly status reports and conducted weekly team meetings. Client operations in 47 states with 60,000 employees across 13 business units; primary HCM was Oracle
- Provided PMO and executive leadership support for an implementation of Workday HCM and payroll for a client with 12,000 employees in the United States and Canada. Project scope included process design, configuration, testing, conversions, user training, cutover, and hyper-care support. Key integrations with iCIMS applicant tracking and Kronos timekeeping
- Managed the current state assessment, conducted a work activity assessment survey, performed benchmarking analysis, and developed the future state operating model for a client with 8,000 employees in 14 countries currently leveraging Workday as its global HCM platform. Developed a portfolio of quick wins, savings opportunities, and an implementation road map
- Served as the engagement leader for an HR transformation project that included a complex upgrade of the PeopleSoft HCM system from version 9.1 to 9.2, the implementation of Kronos timekeeping, time clocks, geofencing and advanced scheduling, an HR organization benchmarking and re-design, and comprehensive change management and communications activities. Client is a not-for-profit children's hospital with more than 9,000 employees
- Led the design, configuration, testing, and go-live of the HR and payroll operating model, HR technology (SAP SuccessFactors) implementation, time management system refresh (ADP eTime), and multicountry payroll outsourcing initiative (ADP). Client is a \$5 billion manufacturing and consumer products company in 12 countries with more than 18,000 employees