Summary

James Reddick has more than 14 years of experience in management consulting, including HR technology and data (Workday, SAP/SuccessFactors, and Comprehensive Global Payroll (ADP, Ceridian DayForce). James has worked across myriad industries, such as high-tech, consumer products, energy, entertainment, healthcare, and telecommunications. He has a proven track record in HR technology assessments, HR due diligence, integration planning, and post-merger support. James holds a B.S. in computer science from Morehouse College and an M.S. in human resources from Purdue University – Daniels School of Business.

Areas of Specialization

- Human Capital Management
- Technology Selection and Implementation
- HR and People Strategy Development
- M&A Due Diligence and Integration
- Talent Management

Recent Assignments

- Tasked to provide an independent perspective on the requirements and an implementation plan and to drive organizational change management for a payroll outsourcing solution. Based on this assessment, identified two distinct areas of continued support—operational readiness and testing strategy, execution, and support
- Supported the operational readiness and testing strategy, execution, and support during a payroll outsourcing solution, providing independent guidance and supporting change management across all key stakeholders
- Led a current state assessment of a client's HR technology system to better understand the existing ecosystem and identify measures needed to move toward an HR-leveraged services model. Identified a future state vision, gaps between the current state and future state technology systems, opportunities to reduce gaps, and the high-level activities to implement or update new technologies where appropriate
- Led insights-driven analytics activities to help the clients identify the drivers of key HR processes in global payroll and HR technology. Analyzed data from multiple sources, utilizing the latest tools and technologies to form actionable insights. Provided thought leadership in developing global payroll strategies
- Leveraged HR technology expertise to support large-scale HR system implementations, including SAP-HR, Workday, PeopleSoft, and SuccessFactors. Prepared and presented timely and accurate executive summaries to HR senior leaders, CHROs, HRBPs, and CFOs
- Supported and tracked the stand-up of the HR service center, supporting the design, build, test, and go live process. Project managed requirements for payroll, employee records, and HRIS (SAP-HR) integration and Day 1 delivery. Advised on the future state HR operating model, including a global data governance framework, global HR data elements, and data dictionary
- Managed the HR M&A service offering and client HR transformations. Conducted a comprehensive review of client HR operations to identify people and technology efficiencies and areas for process improvement. Created operational playbooks and established best practices across integration, onboarding, and due diligence
- Delivered post-M&A guidance and support for the technical integration of global payroll, HRIS, employee benefits, and other HR systems and programs
- Directed the HR M&A project management office for large capital and private equity clients. Advised and consulted with clients to ensure seamless integration of the acquired companies
- Oversaw HR transformations for clients, including service delivery model evaluations, digital HR, organizational designs, and change management. Directed client engagements and projects to align with budgets, schedules, and quality standards