

### *Summary*

Jenny Denver joined ScottMadden in 2022 and currently leads the firm's Change Enablement Center of Expertise. Jenny is certified as a Prosci Change Management Practitioner and has spent the last 20 years working with diverse populations to enable behavioral change on complex and challenging initiatives. Prior to joining ScottMadden, she served as the head of HR and talent management for Signal Energy, an engineering/procurement/construction firm specializing in the design and build of utility-scale solar fields. During her time with Signal, she was part of the leadership team that oversaw the acquisition of multiple projects and employees from smaller competitors while also being acquired by a private equity firm. Prior to her time with Signal, Jenny worked for the Tennessee Valley Authority as the leader of the HR department's workforce planning and analytics function, a role in which she and her team drove the business to begin making employee engagement trends a more prominent component of the annual business planning process. Jenny holds a B.S. and M.S. in psychology from the University of Tennessee at Chattanooga as well as an M.S.W. in social work and a Ph.D. in cognitive/developmental psychology from Louisiana State University.

### *Areas of Specialization*

- Change Enablement / Management
- Employee Engagement
- Talent Management
- HR and People Strategy
- Workforce Planning
- People Analytics

### *Recent Articles and Speeches*

- [Transforming Healthcare: Enabling Change through Tailored Change Management Strategies](#)
- [Embracing Change: The HRBP's Role in Nurturing the Organization's Ongoing Relationship with Change](#)
- [HR Business Partner Development for a National Laboratory](#)
- [ChangeMindset](#) Workshop Facilitator

### *Recent Assignments*

- Currently leading ScottMadden's change enablement center of expertise with a focus on developing an integrated paradigm that enhances traditional change management methods by emphasizing holistic behaviors that enable organizations and individuals to become increasingly resilient to change
- Currently partnering with senior leaders to evaluate, design, and deploy a refreshed campaign to a nuclear fleet's human performance tools education and training
- Currently partnering with senior leaders at a nuclear station to evaluate an ongoing recovery and continuous improvement plan and identify innovative ways to enhance leader commitment and employee engagement
- Supported the change management efforts for the deployment of a new governance model and guidebook at a company responsible for production and distribution of electricity and water for an island nation
- Led the change management and communications workstream for efforts leading up to a reduction in force and functional realignment at an international energy distribution and services company
- Supported the development and deployment of a voice-of-the-customer survey to gather feedback related to ongoing efforts to transform the HR operating model at a national laboratory
- Led the change management and communications workstream on a multi-year HR transformation project (including implementation of ServiceNow) for a national laboratory; developed an education and awareness program that simultaneously upskilled individuals selected for the newly created HR business partner role while educating leaders throughout the company about upcoming changes
- Served as the executive leader responsible for the successful establishment of the HR function (including all core HR activities such as employee relations, compensation, and benefits as well as payroll operations) during carve-out activities following acquisition by another company
- Established a small, global company's first talent management function with an emphasis on talent acquisition, talent development, and talent engagement
- Supervised a large utility company's workforce planning and analytics team and evolved the function from a reactive reporting group to a strategic analytics team dedicated to guiding innovative data-driven activities
- Designed, implemented, and governed performance management, individual development, and succession planning initiatives within a large utility company