



HR Technology Projects & Systems Implementation: Steve has successfully led HR technology initiatives at GSK and Sanofi, focusing on ERP process automation and HRIS systems like Workday and Oracle HCM. For example, at GSK, he spearheaded a multi-phase implementation of Workday HCM across 15 countries, optimizing payroll and talent management functions, which improved efficiency by 30%. He also managed the integration of Oracle HCM with SAP SuccessFactors at Tricon Residential, enabling seamless data exchange and significantly reducing manual data entry errors.

Project Management Expertise: With over 7 years of project management experience, Steve has overseen the full lifecycle of HR technology projects. At Korn Ferry, he managed the implementation of a global HRIS solution for Haleon, ensuring the project was delivered 10% under budget and 2 months ahead of schedule. He has led both Waterfall and Agile projects, tailoring the approach to fit client needs. For example, he used Agile methodologies to implement a talent management system for Sanofi, resulting in a 15% increase in employee engagement within the first six months.

Cross-Functional Collaboration: Steve has worked closely with HR, IT, and external vendors, ensuring that communication flows smoothly across departments. At Tricon Residential, he coordinated a project between HR and IT teams to implement a new performance management system, aligning the technology with HR's strategic goals. He also collaborated with external vendors to integrate the system with existing HR tools, successfully launching it on time and within budget.

Leadership & Stakeholder Management: Steve has a proven track record of managing senior-level stakeholders and driving alignment on key projects. For instance, he led a project for Sanofi, working with the executive team to secure buy-in for a new HRIS system that would affect 10,000+ employees globally. By leading monthly executive briefings and ensuring stakeholder concerns were addressed, he achieved full system adoption within 6 months of launch, significantly improving HR data accuracy.

Agile & Change Management Expertise: Steve's expertise in Agile and change management was critical when he led an Agile transformation at Haleon. He implemented Agile principles within the HR technology team, improving project delivery times by 20% and enhancing cross-functional collaboration. His ability to lead teams through change also supported a smooth transition for GSK employees when they adopted a new talent management system, reducing resistance by 40% through targeted communication and training.



Reporting & Risk Management: Steve regularly conducted risk assessments and project progress reports for senior leadership, ensuring that all potential issues were identified early. In his recent project at Sanofi, he mitigated a potential 3-month delay in system integration by proactively working with IT and external vendors to resolve system conflicts. His clear and concise reporting allowed executives to make informed decisions that kept the project on track.

Technical Tools: Steve is highly proficient in project management tools such as Jira, Smartsheet, and Azure DevOps, and has used these platforms to track project milestones and risks. At Korn Ferry, he used Jira to manage project tasks for a global HRIS rollout, ensuring transparency and accountability across teams.