

Steven Scott



Mr. Scott is an astute strategic partner and senior leader with an outstanding record of achievement delivering innovative and agile solutions in the HR, Supply Chain, and Talent Categories. Steven thrives on helping companies get work done by leveraging key technologies, process excellence, and optimized Talent Supply channels. Steven's approach is entrepreneurial and innovative, and he is a strong proponent of leading teams through a servant leadership model.

Steven has been in the Talent/HR/Supply Chain industry for 20+ years and has been engaged in several industry changing and transformational talent models that have brought tremendous value to organizations. Steven's experience encompasses supporting organizations such as Accenture, EDS, Xerox, 3M, McKinsey Consulting, ATKearney, TowerJazz, NXP, BP, Exxon Mobil, and P&G. Steven's blended background in HR and Supply Chain enables him to look at the Talent Category in a unique way - essentially applying a supply chain approach to an HR category for human capital. Additionally, Steven has spent about ½ of his career on the provider side, while the other ½ of his career has been on the client/demand side. Having this blended experience has provided Steven with the advantage of looking through the lens of a client, and that of a solutions provider. Steven has been engaged in setting Strategy and designing solution models for both full-time Talent Acquisition and Contingent Workforce, and more recently has been involved in architecting a global footprint for how Freelancers and Gig workers can also be leveraged within organizations. Steven has also been engaged in Total Category Management including Strategic Sourcing for large Services Provider as well as Technology providers.

Steven has also worked with numerous key 3rd party technology providers that are critical to supporting HR & Talent programs - companies like SAP, Fieldglass, IQ Navigator, Oracle/Taleo, Pega, Salesforce, and others. Throughout Steven's career he has been privileged to build strong relationships with other industry providers in the talent services industry that are also key in supporting Talent programs. Steven understands the importance of collaboration to build a truly global talent solution that is holistic from sourcing through on-boarding. Additionally, Steven has led several strategic sourcing engagements to identify business partners that are instrumental in enabling a global talent program.

Steven's background spans several industries including Energy, Oil & Gas, High Tech, and Professional Services. He has had responsibility for delivering talent acquisition programs that delivered more than 10,000 hires/year as well as managing contingent workforce MSP programs that span more than \$1B annually. Steven has also led teams as large as 150+ people. Steven has been certified through the SHRM organization for HR, and he also received the CCWP certification many years ago through SIA. Steven enjoys participating in industry events and has both spoken at and been on panel discussions related to the Talent industry. Steven lives in the Plano TX area with his wife and 3 children.