

### *Summary*

Adithya Mathai is a partner at ScottMadden with 20 years of experience in large program and project management, organization design and transformation, process improvement, and shared services assessment, design, and implementation. Since joining ScottMadden, Adithya has worked across functions that include finance, IT, and HR. He has partnered with clients across several industries, including healthcare, retail and consumer products, energy, defense, and staffing. His international background and proficiency in several languages has allowed him to support international clients in Europe, Asia, and Latin America. He joined ScottMadden after working at both Corporate Executive Board (now Gartner) and Optimize, Inc., across a variety of functional areas, including HR, finance, sales operations, and customer relationship management. Adithya earned a B.S. in computer telecommunication engineering from the University of Pennsylvania and an M.B.A., with honors, from the University of North Carolina Kenan-Flagler Business School.

### *Areas of Specialization*

- Global Business Services
- Human Capital Management
- Finance and Accounting
- Operating Model Improvement
- Performance Benchmarking and Surveys
- Program and Project Management
- Delivery Model Optimization

### *Recent Assignments*

- Led a global HR shared service assessment, design, and implementation for an international financial services organization. Observed and documented current state, led and facilitated future state HR process and policy designs, facilitated the development of implementation road map, business case, and senior leadership buy-in. Led implementation and execution of transformation efforts, standing up a new HR service center and supporting organization restructuring and restaffing to align to the new service delivery model
- Led strategic design and development of a new finance operating model for a global retail company. Defined a “finance of the future” with key roles/responsibilities, skill sets, and supporting organization structures. Defined a set of PMO recommendations to install and evolve critical skill sets to enable the new operating model, including defining robotics process automation ownership, center of excellence setup, and evolution
- Led assessment and strategic design of talent acquisition function for a Medicare/Medicaid healthcare organization. Identified current state opportunities, defined improvement strategies, and developed road map to sequence and execute on a transformation strategy
- Led program management of an international HR transformation at a Fortune 500 retail client which was merging two organizations. Oversaw all project management activities across a cross-functional team of HR, finance, and IT and multiple technical vendors to implement a new HR system and a new HR service delivery model, providing service to more than 26,000 employees in the United States, Mexico, and Canada. Supported all aspects of the program with senior executives at the organization, including the CHRO, HR leadership team, CIO, and SVPs of finance and business operations
- Led project management of a multifunction redesign effort, including finance, energy forecasting and management, corporate communications, IT, supply chain, and several other functions, at a northeastern U.S. utility. Supported overall identification of gaps, facilitated designs of future state structures, and managed development of business case and implementation road maps to support the redesign efforts
- Led development of a master data management (MDM) framework and program at a global \$4 billion retail and holding company, developing a governance model to accelerate MDM development across the enterprise, defining key processes to manage master data for vendor, customer, item, fixed asset, and chart of accounts, and identifying early metrics to gauge MDM service level success. Supported engagement in the United States, London, and Paris with local client teams
- Led evaluation and redesign of finance, accounting, and business operations functions for a regulated U.S. utility to improve financial decision-making and alignment of budgeting, planning, and financial analysis and increase overall financial partnership at the operational level. Partnered with the client to create a new organization to drive delivery of such services and developed an implementation and change management plan to support the transformation
- Led project management activities to rationalize and align the cost centers and develop sustained financial management reporting efforts across the enterprise for a large U.S. healthcare system. Developed the

processes to engage business units in chart-of-accounts review, developed governance structures to sustain cost center alignment, and supported development of technical tools within financial planning and analysis to effectively support on-going management reporting

- Led program management activities of a five-year IT infrastructure and service desk outsourcing initiative for a global, Swiss-based Fortune 500 HR client. Managed all aspects of the program with IT senior executives in North America, France, and India. Program effort and oversight included project schedule, scope, and contract management valued at more than \$100 million. Oversaw client-side implementation efforts in partnership with outsourcing vendor with a combined team of more than 200 global employees
- Managed assessment of more than 20 shared services comprised of more than 1,600 employees and more than \$3 billion in costs for one of the largest non-profit healthcare systems in the United States. Supported the development of a shared services maturity and assessment model and the implementation of an enterprise-wide shared services strategy and facilitated the resolution of critical, systemic challenges facing the shared services model within the organization
- Supported the stand-up of a leadership development program for one of the largest healthcare systems in the United States, leading efforts to launch the first two programs within the development program's charter to more than 100 of the organization's top leaders