

Summary

Kimberly Davenport joined ScottMadden in 2005. With a focus on corporate responsibility, Kim advises clients on integrating sustainability and social impact into corporate strategies. She has a passion for creating inclusive workplaces, building strategic diversity and inclusion plans, and championing diversity initiatives in partnership with her clients. Additionally, Kim has expertise in service delivery model design, implementation, and improvement, Lean methodology, service center design and implementation, and project management. Prior to joining ScottMadden, she worked nearly five years as a Lean coordinator for The Gillette Company in its Duracell Batteries division. During her 10-year tenure at Gillette, Kim held a variety of positions, including mechanical engineer, quality engineer, and production manager. She earned a B.S. in manufacturing engineering from Central State University in Ohio and an M.B.A. from Emory University's Goizueta Business School. Kim also earned a certification of diversity and inclusion from Cornell University's School of Industrial and Labor Relations.

Areas of Specialization

- DE&I Strategy and Programs
- People Strategy
- Supply Chain
- Strategic Assessment and Planning
- Delivery Model Optimization
- Organizational Redesign and Staffing

Professional Certifications

- Diversity and Inclusion Certificate – Cornell University, October 2020
- Diversity and Inclusion Management Program – American Management Association, August 2020

Recent Articles and Speeches

- Findings from CEWD's 2023 Research on DE&I. November 2023
- "Mitigating Repercussions of an Aging Workforce." 2016

Recent Assignments

- Supported a healthcare organization in the execution of its D&I strategy, including execution of an inclusion survey to assess current state and completion of a detailed pay analysis to identify disparities
- Advised a regional healthcare organization on D&I priorities and plans, including facilitating discussions with the executive team to solidify the organizations D&I direction and creating a D&I director job (supported evaluation and selection of the current D&I director)
- Conducted an organizational assessment for a member-owned electric cooperative focused on determining the optimum CEO and executive functional design to increase effectiveness and align to future strategic objectives. Assessed the organization against leading practices and 18 peer organizations
- Advised and guided the CEO and an executive core team of an electric cooperative through the development of a 10-year strategic plan. Completed a current state assessment of the company and industry, facilitating the executive staff and board of directors through a process of identifying strategic focus areas and building detailed plans for execution of the plan
- Designed and implemented a tiered service delivery model for a large electric and natural gas utility's supply chain function; support included governance design and alignment across a cross-functional executive steering team, policy/process design, organization design and staffing, technology selection/adoption, training development and delivery, transition planning, and execution to the new model
- Implemented Lean 5S methodology, focused on workplace organization and efficiency, within the warehouse, maintenance, and fabrication shops for four power generation plants of a large energy company. Evaluated workflow within the focus areas and guided the core team through organization of workspace to improve utilization and reduce costs through use of 5S and Kaizen events
- Facilitated a two-day CEO and senior management team planning session/retreat for a wholesale food provider. Support included review of previous year progress and challenges, assessment of the multifunction SWOT analysis, and definition and prioritization of strategic initiatives
- Designed and implemented a leading practice service delivery model for a large, nonprofit benefits administration organization. Support included process redesign, organization design, technology selection, design, and implementation, knowledgebase content development, training development and delivery, change management, and stabilization support