

Summary

Sean Lawrie joined ScottMadden in August 2005. Prior to joining ScottMadden, he graduated from the Babcock Graduate School of Management at Wake Forest University, where he was a Cooper Cass Scholar. Sean has assisted 16 of North America's nuclear energy operators with a variety of improvement efforts, including organizational design and restructuring, Fukushima-Daiichi response enhancements, federal regulatory responses, business planning, performance management, and fleet management model implementation. Prior to joining ScottMadden, Sean worked with in energy equipment financing and procurement with General Electric Canada. Sean has worked as the executive assistant to one of the station vice presidents at Bruce Power in Kincardine, Ontario, Canada.

Areas of Specialization

- Nuclear
- Change management
- Cost reduction
- Organizational design and staffing
- Process improvement
- Program design/implementation

Recent Assignments

- Led a large project team that assisted a single-site, multiple-unit nuclear operator with a reorganization effort. The reorganization assignment focused on benchmarking the workload and associated staffing levels of four top-performing non-fleet, multi-unit peer operators to that of the client. Led the team to identify best practices and improvement opportunities for the top performers and supported the project team to formulate staffing recommendation to the executive sponsors
- Led a cross-functional team to revise a Canadian multi-unit nuclear operator's off-site radiological monitoring program in response to the Fukushima-Daiichi event. The four-phased project commenced with an assessment of the gap between the operator's current off-site radiological monitoring program and the ideal off-site radiological monitoring program, based on lessons learned from the Fukushima-Daiichi event. Led the team to design, procure, and implement state-of-the-art permanent and portable radiological monitors complimented with an analytical engine that collects environmental data in real-time to monitor changing environment conditions. Stakeholder managed federal regulators and federal, provincial, and local government agencies to support the off-site radiological program enhancements
- Conducted a comprehensive staffing review of the corporate functions for a large unregulated nuclear generating fleet that focused on the reasons for increases in staffing and the value of the additional functions performed. Facilitated corporate executives to develop strategies and initiatives to change the corporate functions by focusing on the corporate group's governance, oversight, support, and perform responsibilities
- Led multiple functional teams during a merger and integration planning process for two large regulated nuclear generation fleets
- Implemented an earned-value management reporting tool for daily outage reporting of a small regulated nuclear fleet
- Assisted senior leaders of a southeastern nuclear generating fleet with the design for a governance model for a recently merged utility
- Assisted a multi-organizational team to develop a management model for the operating organization of a large southeastern utility. The management model focused on how cross-functional teams would operate to drive standardization in its processes, enhance employee engagement, and prioritize process improvement opportunities
- Performed a current state assessment on a publically owned hydro generation organization's operating model
- Assisted a nuclear fleet operator in implementing a new management model, including a five-year gap-based business planning process that is tied to industry benchmarked metrics, a standardized organization structure, and a well-defined functional accountability structure
- Assisted the HR and finance divisions of a large nuclear generation utility to develop their long-range staffing plan. Led multiple cross-functional teams in the analysis of their current gaps in workload and workforce staffing to that of top-performing peer utilities using a detailed workload analysis. Facilitated the cross-functional teams in the development of initiatives which resulted in an annual operating cost savings of \$40 million
- Led multiple functional teams of a large regulated utility to standardize their operating and administrative procedures, processes, and budgets in support of a nuclear fleet standardization effort