

Summary

Matt Shait joined ScottMadden in 2014 after earning an M.B.A. from the University of North Carolina Kenan-Flagler Business School. His experience includes transforming HR organizations, managing finance operations, and launching companies. Matt is certified in digital business transformation management, and he is passionate about helping clients leverage technology to transform the way they do business. Prior to business school, he co-founded a web-based startup and served as the interim CFO of a commercial real estate development company. Matt also earned a B.S. in commerce, with concentrations in finance and marketing, from the University of Virginia.

Areas of Specialization

- Human Capital Management
- Shared Services
- HR and People Strategy Development
- Delivery Model Optimization
- HR Analytics and Data Science
- Organizational Redesign and Staffing
- Program and Project Management

Recent Assignments

- Centralized the employee relations function for a 35,000-employee, university-affiliated healthcare system. Assessed current state, established the new tiered delivery model and organizational design, created standards to categorize and manage risk, stood up new case management and telephony solutions, and led the change management effort for the organization-wide rollout
- Assessed the HR compliance and employee relations functions for a healthcare organization, including the development of future state delivery model, scope, and structure
- Led the HR service delivery model transformation for a retail client with an emphasis on establishing an HR service center and elevating the HR business partner role. The transformation included implementing Workday Help, redesigning HR processes, and establishing operational metrics and analytics capabilities
- Led the transformation for several key HR functions for a healthcare organization, including compensation, talent management, and diversity and inclusion (D&I). Performed a pay equity analysis and established new compensation practices. Conducted the organization's first D&I survey and identified key priorities and strategies based on findings. Redesigned and implemented a new performance evaluation process, including supporting tools to transform how the organization thinks about and carries out talent management activities
- Led the HR optimization for a regional healthcare system. The project included optimizing the HR service delivery model, adjusting HR organizational design and roles, redesigning existing HR processes, implementing new HR technologies, and establishing a people analytics program
- Supported the launch of Workday HCM and payroll for a major entertainment company. Prepared functions for project launch while maintaining a high level of service in ongoing operations. Remained on the project after launch to assist the team transition from legacy resources and exit post-launch stabilization. Influenced the new organizational design, redesigned critical roles, and created transition plans for managers and VPs
- Assisted a Fortune 500 retail company transform its field HR organization to maximize existing talent and support the future state leading practice HR model. Created standard but flexible base designs that supported leadership's strategic vision. Augmented base designs with business and/or client-specific requirements to balance structure and size with the delivery of consistent HR support across all lines of business