

Summary

George Penton brings extensive experience leading large teams on complex transformation projects. He is a specialist in the areas of business process transformation, post-merger integration, change management, technology implementation, and shared services implementation and optimization projects. He also has significant experience as a practitioner having led large finance and accounting, human resources/payroll shared services, and IT and customer contact center operations teams for several large, global organizations. George earned a B.S. in accounting from Barry University in Miami and an M.B.A. from Nova Southeastern University in Ft. Lauderdale. He is a certified project management professional since 2007 and is fluent in Spanish.

Areas of Specialization

- Post-merger strategy and integration
- Operational improvement, change management, and process design
- Technology selection and implementation
- Shared services and contact center design and implementation
- Shared services and contact center operations leadership

Recent Assignments

- Led a finance transformation initiative for a global law practice, focusing on process harmonization, process improvement, and technology solution implementation for collections, A/R cash application, billing, procure to pay, payroll, general accounting, and financial planning and accounting (FP&A) processes. Included project and change management activities for the implementation of a best-of-breed collections management system
- Led an initiative to implement a time management and project accounting technology solution for a global technology implementation services provider. Included technology selection, project planning and management, requirements development, training and communication planning and development, test planning, and deployment and post go-live support
- Led a major finance transformation initiative for a major manufacturer in the building materials industry, which led to the establishment of a global delivery organization (GDC) and consolidation of finance operations from more than 60 global manufacturing sites to two GDC locations—one in central Florida and another in the United Kingdom. Scope included procurement, A/P, A/R, collections, general accounting, FP&A, and reporting. Initiative also included strategic planning, site selection, site development, process harmonization, organizational design and implementation, oversight and deployment of technology enhancements, and post go-live stabilization support
- Led a post-merger integration strategy initiative for a major healthcare provider after the merger of two leading providers. Scope included strategy and planning for post-merger integration of all back-office operations, including procurement, finance, human resources, and technology
- Led the planning and implementation project of the Ariba procurement platform at a major global organization with offices in 80+ countries worldwide. Scope included process definition, technical implementation, change management, and deployment of the solution to all locations worldwide
- Led the project management office responsible for post-merger integration of all corporate services functions (F&A, human resources/payroll, and information technology) for a major global software company headquartered in Germany. This included but was not limited to process and policy standardization; assessment and planning of “first 100 days” activities; acquired company business model assessment to determine gap/fit to existing processes; legacy system retirement planning and execution; legal entity consolidation; ERP implementation; change and communications management; technology infrastructure consolidation strategy and migration; data center strategy and migration; integration of acquired company F&A and human resources processes into existing, global shared services centers located in Buenos Aires, Prague, and Singapore; and wind down of acquired company shared services centers
- Led a major finance transformation project for a major global software company headquartered in Germany to implement a financial shared services center in the Americas region whose charter was to consolidate all financial processes from 14 North and South American countries to one location in Buenos Aires
- Key contributor/team member on a project to centralize the P2P function for a major newspaper publishing parent company, moving the P2P function from 27 entities/locations to a single centralized shared services team. Included process definition, creation of material catalogs, procurement user and vendor self-service processes, vendor administration, and A/P