Access to Experts

Kevin McDonald , Director, HR Operations , The E.W. Scripps Company

Kevin McDonald has over 12 years of experience working within both large and mid-market companies in virtually every aspect of HR operations, technology strategy and implementation. With a primary focus on HR Technology, HR service delivery and relationship management, Kevin has spent the last six years focused on maximizing the value of his company's HR outsourcing relationships through the design, implementation, and leadership of HR services, technology, and governance.

Kevin joined The E. W. Scripps Company in February, 2007 as the Director, Vendor Management. In this role he led the service provider selection, contracting, and the HR Operations retained organization design process for one of the first full-scope mid-market HRO deals. In July 2008, in conjunction with the spinoff of Scripps Networks Interactive, Kevin was promoted to Director, HR Operations and completed the transition of services to ADP COS, which went live in November 2008.

Kevin spent the first 11 years of his career in multiple capacities at Fifth Third Bank. He led the development of the Bank's first benefits open enrollment website and was on the core team who implemented the Lawson HRIS. Kevin was also part of the team that transitioned services to Convergys Employee Care in one of the early large-scale HRO deals. Primarily responsible for core HR, Benefits and Self Service, Kevin also played a key role as an SME for many other work streams. Post conversion Kevin led the implementation of SAP Organization and Position Management as well as Manager Self Service in his role as E-HR Manager.

Currently, Kevin is working on Talent Management initiatives at The E. W. Scripps Company including the implementation of Plateau's Learning Management and Performance Management modules. He currently serves on the ADP COS Client Advisory Board, co-chair of the HROA Mid-Market Special Interest Group and is an active member of the HRO Buyers Group.

LinkedIn Profile - http://www.linkedin.com/pub/0/8b1/a20

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