



Scott Floyd

Senior Director, People & Communities, Benefits
Cisco Systems, Inc.

As an HR leader at Cisco Systems, Scott brings experience as a benefits and human resources leader with expertise in enterprise-wide program strategy and execution, including employee engagement programs and service delivery model changes. He is recognized for transformational outcomes deployed across business operations, HR service delivery models, and HCM solutions in the health care industry and employer sponsored plans.

Currently, Scott is Senior Director, Benefits for Cisco Systems where he oversees end to end employee benefits design and delivery globally. He leads a team of 50+, including market responsibility for Americas, Europe, Middle East, Africa, Russia, Asia Pacific, and Greater China. He directs strategy, design oversight, and delivery of high touch, personalized benefits programs in more than 95 countries as well as oversees the fiduciary regulatory programs and participates in enterprise key committees.

Before joining Cisco Systems, Scott was an executive at Kaiser Permanente, where he was responsible for benefits design, delivery experiences, and change management over program-wide employee benefit programs. In addition, he contributed to the organization labor strategy, employee engagement, and employee service center.

Scott is active in his community as a volunteer and fundraiser for organizations, including Make a Wish, Taproot, and student music programs. For personal wellbeing, Scott is a passionate trailrunner and may be found on Mt Diablo trails rain or shine. He also volunteers as a mentor and coach to HR professionals, job networks, and local youth.