



## About Rich D.

Rich is a Human Resources leader in the areas of strategy, process and system architecture and implementation, operational improvement, and a trusted advisor across all functions of human resources including benefits and payroll information.

Rich has more than 25 years of experience delivering high valued solutions both insourced and outsourced, in the Human Capital Management (HCM) and Human Resource Outsourcing (HRO) space across a wide variety of industries.

Rich's background has spanned the major HCM products (PeopleSoft, Oracle, SAP, and others) as well as point solutions such as recruitment, eLearning, performance management, etc..

For Fortune 500 corporations Rich has led team implementations integrating HCM and point solutions and improved employee and manager service levels.

Additionally, He has provided services for HRO suppliers and HCM/Point Solution Suppliers in the

areas of customer acquisition, product enhancement, functional integration of multi-point solutions, service model and implementation improvement and market analysis and planning.

Throughout his career Rich D. has held numerous positions such as SVP Integration Services, SVP within the Benefits industry and founder of Taylor Consulting Resources a leading HR/Payroll/Benefits consulting firm.

Rich currently runs large HCM/HRO projects within the Fortune 500 across all market segments.

## Rich D. Background

Principal experience in human resources including Human Capital Management (HCM) software and services, Human Resources Outsourcing (HRO), benefits, payroll information, and outsourcing extending back nearly thirty years across many scores of client projects.

### Representative Experience

- Countrywide
- Hexaware Technologies
- Fidelity
- Pfizer
- ProBusiness

### Industries Served

- Automobile manufacturers
- Chemicals and pharmaceuticals
- Communications and technology
- Construction and engineering
- Financial institutions
- Food & beverage manufacturers
- Government & education
- Healthcare
- Hotels and casinos
- Petroleum, energy, and utilities
- Retailers
- Steel and aluminum producers
- Transportation

### Capabilities

- HCM/HRO strategy development through execution
- Analysis of requirements, solution definition, process development, and delivery of HCM solutions and execution of HRO services
- Implementation of software, services, and methodology execution
- Product, service, and process review
- Process and organizational design, change management, and best practice optimization
- Project quality assessment for implementation, and software development projects
- HR shared services development

