

ALICIA N. SCOTT – BSE, MBA, SHRM-SCP

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EXECUTIVE SUMMARY

TRANSFORMATIONAL TECHNICAL, BUSINESS AND PEOPLE LEADER

Global Leader with Organizational Development and Business Operations expertise seeking a role as Chief of Staff for the People Team, Head of Organizational Development or Head of Business Operations. Transformational leadership style with strategic growth mindset, operational efficiency and effective collaboration that helped shape the culture at a Fortune 500 brand bringing double digit revenue growth in varied economic cycles.

AREAS OF EXPERTISE

- Business Operations Management
- Business Planning
- Change Management
- Coaching
- Continuous Improvement
- Cross-Team Collaboration
- Data Analytics & Integration
- Decision Making
- Design Thinking
- Diversity, Equity & Inclusion
- Employee Experience & Engagement
- Executive Communication
- Global Leadership
- Human Capital Management
- Learning & Development
- Organizational Development & Effectiveness
- Performance Management
- Problem Solving
- Program & Project Management
- Risk Management
- Strategic Planning
- Succession Planning
- Talent Acquisition
- Talent Management

ACCOMPLISHMENTS

PEOPLE MANAGEMENT

Led global team of over 40 HR professionals with \$6.3M budget for Fortune 500 company with over 30,000 employees. Collaborated with C-Suite, leadership team and other functions (i.e., marketing and communications, finance, legal, operations, product groups, IT, etc.) on enterprise-wide talent strategies by translating business plans into strategic HR initiatives to help grow, scale, and run the organization effectively to achieve business deliverables.

HR CENTERS OF EXCELLENCE LEADERSHIP

Organizational Development and Effectiveness

Oversaw performance management process for talent and organization to gain critical insights along the employee lifecycle and as a business health check. With effective change management plans, employee NPS increased 65% meeting industry best-in-class benchmark of a high-performance organization.

Talent Acquisition

Deployed strategy aligning recruitment efforts with organizational goals for the acquisition of top-tier talent. “Understanding how your work contributes to the business” was the highest rated item on 90-day survey for new hires.

Learning and Development

Facilitated executive coaching and served as advisor on development efforts for identified leaders in support of business objectives. Company revenue grew 60% in time period of driving new L&D initiatives targeted for executives.

Succession Planning

Re-established a simplified and sustained process to identify C-suite successors for business continuity. Accomplished activating new plan less than six months of implementation replacing leader for largest business unit.

Employee Experience

Partnered with IT on technology enhancements to improve user experience, internal communications team for expansion of communication channels and facilities team on collaborative workspaces to increase organizational effectiveness.

BUSINESS OPERATIONS

Managed global team and established process improvements that delivered 35% GM, 15% OPEX, and 20% EBIT margin. Served as quality champion for #1 customer exceeding goal of 30% reduction in quality incidents. Facilitated capital expenditure financial planning, forecasting and approval process resulting in annual spend upwards of \$120M.

EXPERIENCE

SquareResults | Phoenix, AZ
Human Resources Leader and Consultant

07/2024 – Present

Leading strategic HR initiatives aligned with the overall business goals and fostering organizational growth for a company assisting individuals reach their full potential through talent development.

- Conducting workforce planning to ensure the organization has the right people with the right skills at the right time.
- Driving the design and implementation of talent programs for preboarding, onboarding and performance.
- Consulting on company policies and procedures leveraging knowledge of best practices to ensure compliance with legal and regulatory requirements.

onsemi (formerly ON Semiconductor) | Phoenix, AZ

06/2020 – 04/2023

Senior Director of People, Culture and DEI

Led talent management strategy ensuring high quality project execution of significant HR processes including talent acquisition, performance management, learning & development, succession planning, DEI and people data analytics while steering culture and employee engagement initiatives.

- Collaborated cross-functionally to standardize the selection and preboarding process, revamped onboarding process to enhance employee experience the first 90 days, and worked with business to address talent gaps.
- Re-established the succession planning process to assess talent for C-Suite level, conducted training for HR business partners to deliver talent reviews, and provided executive report to CEO for Board approval.
- Expanded the corporate Leadership Exploration and Development (LEAD) program to middle managers with global teams to enhance technical, interpersonal, and decision-making skills.
- Oversaw the performance management process, implemented a new corporate-wide goals philosophy in partnership with C-Suite, upgraded the technology solution with IT/HRIS and led the curation of global training.
- Drove global culture and DEI initiatives including launch of new core values for company transformation and rebrand.
- Established corporate human capital report presented to C-Suite at quarterly business reviews showing progress to goals and providing data-driven strategic recommendations on hiring, retention and advancement priorities.

ON Semiconductor | Phoenix, AZ

10/2017 – 06/2020

Director of Talent Management and D&I

Led talent management and oversaw the strategic design, plan and execution of comprehensive global D&I strategy focused on policy, talent acquisition, learning & development, communication and metrics that met annual bonus targets.

- Developed and implemented a comprehensive diverse workforce plan in alignment with business objectives.
- Directed performance management process encompassing competencies, appraisal and 360 feedback.
- Revamped talent acquisition processes and incorporated diversity measures.
- Launched self-paced and instructor-led training for individual contributors, middle managers and executives.
- Designed data collection method and scorecard reported quarterly with action plan to address talent gaps.
- Oversaw AAP to ensure compliance with regulatory requirements and industry standards involving applicable employment laws and policies mitigating legal and compliance risks associated with HR practices and policies.

ON Semiconductor | Phoenix, AZ

11/2012 – 10/2017

Senior Manager of Business Operations

Established margin improvement process delivering 35% GM, 15% OPEX, and 20% EBIT margin for product group and exceeded goal of 30% reduction in quality incidents.

- Managed a global team that drove the execution and continuous improvement of the rhythm of business responsible for key business operations processes (i.e., capacity, quality, NPD, margin management, M&A) and supported the technology roadmap for emerging technologies that aligned with the team's vision and strategy.
- Facilitated budget, headcount and resource allocation for the team ensuring that the team had the necessary funding and talent to deliver on its goals and commitments.
- Collaborated with leadership team on fiscal year priorities and long-range planning process for annual operating plan.
- Governed short-term capacity gaps in wafer fab, assembly, test and long-term capacity strategies in tandem with capacity planning and manufacturing teams.
- Provided regular updates on major initiatives including orchestration of monthly operations reviews and staff meetings with data, KPIs, and narratives for cross-organizational business reporting on progress, achievements, challenges, and learnings.

ON Semiconductor | Phoenix, AZ

11/2009 – 11/2012

Manager of Product Engineering and New Product Development

Led team that introduced 60-80 new products per year generating upwards of \$80M in yearly revenue.

- Managed a global team responsible for execution of new product development and product lifecycle management.

- Facilitated new product development activities for power discrete products working cross-functionally to deliver business objectives.
- Member of corporate team that oversaw new product development policy disseminated by providing training, launched enterprise-wide system for documentation, and made continuous improvements based on usability feedback.
- Consulted on daily operations of product lines to provide on-time delivery to customers and guarantee device performance with high quality through monitoring yields, maintaining low cost and testing for high reliability.
- Business unit point person to provide feedback and lead key corporate initiatives.

OTHER RELEVANT EXPERIENCE

ON Semiconductor | New Product Development Engineer and Program Manager
Motorola | Reliability and Product Engineer

EDUCATION AND CERTIFICATIONS

ARIZONA STATE UNIVERSITY | W.P. CAREY SCHOOL OF BUSINESS | TEMPE, AZ

MASTERS OF BUSINESS ADMINISTRATION

ROCHESTER INSTITUTE OF TECHNOLOGY | ROCHESTER, NY

BS MICROELECTRONIC ENGINEERING

SOCIETY FOR HUMAN RESOURCES MANAGEMENT

SHRM-SCP CERTIFICATION

PROFESSIONAL ORGANIZATIONS AND AFFILIATIONS

VALLEY OF THE SUN YMCA | 2023-PRESENT

MEMBER OF BOARD DIRECTORS

KATE GLEASON COLLEGE OF ENGINEERING, ROCHESTER INSTITUTE OF TECHNOLOGY | 2022-PRESENT

NATIONAL COUNCIL MEMBER

SOCIETY OF HUMAN RESOURCES MANAGEMENT (SHRM) | 2018-PRESENT

MEMBER

ARIZONA HR EXECUTIVE FORUM (AZHREF) | 2024-PRESENT

MEMBER

NATIONAL BLACK MBA ASSOCIATION (NBMBA) | 2005-PRESENT

LIFETIME MEMBER

ONSEMI FOUNDATION | 2022-2024

BOARD MEMBER

DEI BOARD – BOARD.ORG | 2021-2023

FOUNDING MEMBER AND BOARD CHAIR