Lili Shippe

Summary

A passionate leader in HRIS with 20 years' experience in consulting and client side. Highlights in experience
and qualifications are as below:

- 25+ Cloud HCM implementations delivered successfully with 80% in a global setting. Some projects were implemented in up to 38 languages and 100+ countries.
- 12+ consulting engagements in product selection, Cloud strategy, Cloud roadmap as well as new operating model design based on Cloud HCM platform
- Experience in being the owner of a hybrid HRIT landscape of on premise and Cloud technologies with complex third-party vendor integrations that support 70,000+ employees
- Exceptional communication skills in articulating ideas or presenting to senior leadership
- Very skilled in using Agile methodology to achieve stakeholder satisfaction
- Savvy in data and integrations due to strong technical background in designing, programming and delivering enterprise systems with relational databases as the backend
- Maintain active Workday certifications. MBA from Robert H. Smith School at UMCP

Skills Summary

Cloud HCM		
	• HCM Implementation	• Mobile
	• Business Process Redesign	• Social Tools
	• Complex Security Model	• Organizational Change Management
	• Dashboard, Reports & Analytics	• End to end testing, UAT, UET
	• Large scale data migration (up to 20 million records)	• Global Rollout
		• Annual Release Management
	• Complex Integrations	• Cloud Strategy & Roadmap

Relevant Technology	Workday, SuccessFactors, SAP HCM, Concur, SumTotal, SABA, CSOD, Analytics, MS Office (Excel, OneNote, Outlook, PowerPoint, Project, Word), Visio, Sharepoint, Social Tools (Jam/Yammer/JIVE/Salesforce Chatter), Mobile, .NET, JIRA, DocuSign, Java, asp, Oracle DB, SQL Server, XML, AJAX, Web Services, Skype, Webex, Zoom, Adobe Connect, GoToMeeting, Informatica, ETL, Scrum, Agile, BI, OFM, SAP CPI, HPQC/Microfocus ALM, Worksoft, Mendix, Fiori, Smartsheet, SalesForce

Work Experience

Sr. Portfolio Manager Collaborative Solutions 11/2019 - Current	Provided functional leadership and oversight on Workday implementation projects in HCM and Financial. Experience includes: • Managing all phases of Workday implementation methodology and ensuring the quality of the deliverables for area(s) of responsibility • Leading consultative Planning, Discovery, Design and Solutions Review sessions for global audiences by providing demonstrations and engaging key customer resources to fully understand business requirements

- Developing unique solutions to meet customer, leveraging the suite of global HCM functionality and optimizing security configuration to support various service delivery models
- Developing roadmap strategy and update plan for future functionality

ERP Manager, HCM & Payroll
Johns Hopkins
07/2018 - 09/2019

Provided functional leadership and oversight on daily operations and Cloud transformation at Johns Hopkins Medicine. Experience includes:
- Had the ownership of a hybrid HRIT landscape of on premise and Cloud technologies with complex third-party vendor integrations
- Supported hire to retire and post-retirement business processes for ~70,000 employees for Johns Hopkins University (9 schools) and Johns Hopkins Health System (7 hospitals)
- In constant dialogue with HR and IT senior leadership on continued Cloud transformation and created a roadmap to move to full Cloud
- Established great relationships with key HR stakeholders such as talent acquisition, compensation, benefits, leave mgmt., tax offices, HR shared services and Payroll shared services
- Delivered a creative recruiting solution to the world-renown Center for Talented Youth(CTY) program at JHU
- Nurtured team leads to increase engagement leadership capacity
- Managed the RFP process for new Cloud module implementation

Consulting Director
Cognizant
05/2014 - 06/2018

Provided leadership and oversight on Cloud HCM implementation, go-to-market strategy and talent development. Experience includes:
- Managed global Cloud HCM implementations with successful delivery
- Led proposal effort and onsite presentation to win engagements
- Built and maintained relationship with client HR and IT leadership

Sr. Program Manager
GP Strategies
10/2011 – 05/2014

Provided functional and technical leadership on key accounts and projects for these clients. Experience includes:
- Managed Cloud HCM implementation projects, business consulting projects and large BPO contracts
- Responded to proposals and kept relationships with key accounts

Sr. Project Manager
Mind Over Machines
03/2008 – 09/2011

Provided technical leadership and project oversight to new development and support projects. Experience includes:
- Developed business portals for leading legal platforms based on .NET
- Discovered new business needs from client and responded accordingly

Principal Consultant
GP Strategies
07/2000 – 03/2008

Had a growing career path from Sr. Software Engineer, Technical Lead, Project Manager to Principal Consultant. Experience includes:
- Architected and developed custom HCM systems such as performance management, talent development and learning management
- Implemented COTS HCM products for private and public sectors

Education & Certifications

Education
- MBA, Robert H. Smith School, University of Maryland at College Park
- MS, Computer Science, Bowie State University
- BS, Computer Science, Shanghai University of Science & Technology

Certifications
- Workday Core HCM
- Workday Engagement Management