

# MICHAEL HARDEN

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## Professional Summary

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Accomplished Consultant with over 13 years of experience in technical and functional systems analysis and business process improvement utilizing application information methodology (AIM). Expertise in planning and executing full product development life cycle activities for HRMS applications in public and private sectors. Proficient in Enterprise Strategy, Contract Management, Performance Measurement, and Request for Proposal development. Skilled in utilizing advanced Oracle tools and managing complex projects from conception through execution.

## Skills

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- Proposal Development & ROM Estimation
- Systems Analysis & Business Improvement
- Requirements Analysis & Documentation
- Stakeholder Relations & Communication
- Scope Definition & Systems Conception
- Contract Oversight & Performance Data
- Oracle HCM Tools & BI Documentation
- Troubleshooting & Quality Assessment
- Data Conversion & Oracle Integration
- Policy Oversight & Data Management
- HRMS Lifecycle & Enterprise Strategies
- Dynamic Leadership & Collaboration

## Selected Accomplishments

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- ✓ **Functional Assessment Success:** Conducted a comprehensive Oracle HR/Payroll assessment, identifying new functionality, documenting processes, and delivering R12 Workshop Training sessions, aligning HR/Payroll systems with future needs.
- ✓ **Compensation Management Solution:** Led the Compensation Management implementation at Hill International, optimizing compensation processes and meeting project milestones, which resulted in a more efficient structure.
- ✓ **Governance Oversight and Compliance:** Directed governance oversight and Master Data Management implementation at ABM Services Company, maintaining compliance with organizational standards and prioritizing accurate data management.
- ✓ **Oracle Cloud System Implementation:** Successfully led the design, implementation, and testing of Oracle Cloud systems across multiple organizations, improving HR, Payroll, recruiting, and achieving system integration and data accuracy.
- ✓ **Oracle HCM Cloud Tool Utilization:** Leveraged advanced Oracle HCM Cloud tools, including HCM Extracts, HDL, PBL, and BI Publisher, to implement Transaction Business Intelligence for HCM Security, improving data-driven decision-making abilities.
- ✓ **Core HR and Time Management Implementation:** Led the implementation of Oracle Core HR and Time and Labor, enabling efficient HRIS operations and eliminating manual data entry, streamlining HR processes for 800 employees.

## Work History

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### HCM Oracle Cloud Lead & HCM Solution Architect

08/2023 to Current

#### Syracuse City School District – Syracuse, NY

- Leading the design, implementation, and testing of Oracle Cloud systems across HR, Payroll, and Recruiting modules.
- Overseeing data conversion processes from PeopleSoft to Oracle Cloud, with accuracy and consistency throughout.
- Identifying and documenting necessary changes to existing HR and Payroll business processes for improved efficiency.
- Regularly providing functional advice for the technical teams on data conversions and custom design requirements.
- Writing functional specifications and conducting comprehensive testing for incoming and outgoing Payroll interfaces.
- Communicating and implementing Oracle Workforce Modeling, Journeys, and Health and Safety protocols efficiently.
- Collaborating with stakeholders to ensure seamless integration of Oracle Cloud systems with the existing infrastructure.
- Prioritizing alignment between implementations and business goals, encouraging collaboration across all departments.
- Implementing Transaction Business Intelligence for HCM Security using Oracle HCM Cloud tools like HDL and BI Publisher.

## **HCM Oracle Cloud Lead**

07/2022 to 08/2023

### **Eastern Tennessee State University** – Johnson City, TN

- Leader for the design, implementation, and testing of Oracle Cloud system for HR, Benefits, Payroll, OTL, and Recruiting.
- Managed the configuration and deployment of Oracle HCM modules, upholding alignment with university objectives.
- Oversaw the integration of Absence Management and Payroll systems, streamlining processes and improving efficacy.
- Collaborated with cross-functional teams to address system requirements, troubleshoot problems, and provide solutions.
- Conducted system testing and validation to ensure accurate data conversion and seamless functions across platforms.
- Trained HR staff on Oracle Cloud applications, enabling them to manage core HR and payroll functions independently.

### **Governance Oversight, Master Data Management & Oracle Cloud Lead**

04/2022 to 06/2022

### **ABM Services Company** – Orlando, FL

- Led Oracle Global Cloud and Master Data Management implementation, integrating seamlessly across business units.
- Developed and implemented new strategic plans that align with organizational objectives and project requirements.
- Oversaw governance oversight to maintain data precision and compliance throughout the Oracle Cloud deployment.
- Conducted systemwide assessments and validations, prioritizing successful data conversions and seamlessly integrated.

## **HCM Oracle Cloud Lead**

09/2020 to 04/2022

### **City of St. Louis** – St. Louis, MO

- Led the implementation of HCM Fusion Cloud v13.21A and v20D, covering Core HCM, Payroll, and Benefits components.
- Oversaw the configuration of Manager and Employee Self-Service portals, improving user accessibility and functionality.
- Managed Time and Labor, Absence Management, and Compensation modules to uphold compliance with city policies.
- Collaborated with HR and IT departments to confirm the seamless integration of HCM systems with existing infrastructures.
- Conducted testing and validation of HCM Cloud solutions, ensuring accurate data conversion and system performance.

## Previous Work History

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**HCM Fusion Cloud Lead Solution Architect** – Blue Cross Blue Shield, Inc., Detroit, MI – 12/2019 to 07/2020

**HCM Fusion Cloud Lead Solution Architect** – Sinclair Broadcasting Group, Inc., Baltimore, MD – 06/2019 to 12/2019

**HCM Fusion Cloud Lead Solution Architect** – Photronics, Inc., Brookfield, CT – 03/2019 to 05/2019

**HCM Fusion Cloud Lead Solution Architect** – El Paso Electric Company, El Paso, TX – 09/2018 to 03/2019

**HCM Fusion Cloud Lead** – Almond Diamonds, Ltd., New York, NY – 03/2018 to 09/2018

**HCM Fusion Cloud Lead Architect** – Hill International, Inc., Philadelphia, PA – 03/2017 to 03/2018

**Oracle HRMS Consultant** – City of Detroit, Detroit, MI – 02/2016 to 03/2017

## Awards

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- Oracle Consulting Services' QOOL Consultant of the Year – 1999
- Oracle Consulting Services' State and Local Consultant of the Quarter – 1998
- Oracle Consulting Services' State and Local Consultant of the Year – 1998
- Capital University Law School and Graduate Center Scholarship
- The State of Ohio Graduate Fellowship Award
- Leo Yassenoff Memorial Scholarship
- Bunte Memorial Scholarship
- Franklin University Upperclass Achievement Award
- The President's Advisory Committee (Board of Directors – Franklin University)
- Who's Who Among American Colleges and Universities
- The President's List (Franklin University)
- The Dean's List (Franklin University)
- The Ohio State University Minority Engineering Student Scholarship

## Military Experience & Awards

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- Honorable Discharge
- The United States Army Air Assault School Graduate
- The Army Commendation Medal – Department of the Army
- The Army Achievement Medal (First Oak Leaf Cluster) – Department of the Army
- Certificate of Achievement – Department of the Army
- The Good Conduct Medal – Department of the Army
- Non-Commissioned Officer Ribbon – Department of the Army
- Basic Non-Commissioned Officer Academy Graduate, Department of the Army
- Primary Leadership Development Course Graduate, Department of the Army
- 96B – Intelligence Analyst School Graduate, Department of the Army
- Basic Loadmaster Course Graduate, Department of the Air Force
- Top-Secret Clearance, National Security Agency, Department of Defense

## Certifications

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- Project Management Professional (PMP) Certificate
- Senior Professional Human Resource Certificate (SPHR)

## Education

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**The University of Chicago Booth School of Business** – 2014  
**Executive Education Program**, Leading Organizational Change

**Villanova University** – 2007  
**Master of Science** in Human Resource Development

**Capital University** – 1998  
**Master of Business Administration (MBA)**

**Capital University School of Law** – 1997  
**Juris Doctor, MBA**

**Franklin University** – 1994  
**Bachelor of Science** in Computer Management, Finance, Banking