



Steve Bradley

Resume

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SERVICES & SKILLS

- SAP SuccessFactors Project Management
- SAP SF HRIS Support
- HCM Digital Cloud Technology Consulting with SAP SF Specialty
- RFP Development / Response
- Change Readiness Consulting
- Change Communications
- Talent Management Expertise
- Learning Management Expertise
- HXM Analytics
- Executive Coaching

EDUCATION

CERTIFICATIONS

MEMBERSHIPS

- BA Accounting, Loyola University
- Certified Public Accountant (Retired) Member- AICPA
- Certified SuccessFactors Solution Consultant
- Certified SuccessFactors Sales Executive
- Member SHRM & Member ASUG
- Accomplished Author / Writer

ACCOMPLISHMENTS

- More than 28 Years of managing and delivering Application Management Services (AMS) business solutions, including 20 years' experience in SAP Human Experience Management (HXM) and other Workforce Management and AMS solutions
- Founded and managed 3 companies since 1986, responsible for financial and HR operations, sales teams and professional service teams
- Co-founded SystemLink Enterprise Solutions in 1997. As the Senior VP and COO, became first SAP partner to implement the SAP Learning Solution in North America. Maintained partnerships with all market leading LMS vendors, including Plateau, which later became SuccessFactors Learning
- Founded Learn2Perform (L2P) in 2005. As CEO, became the first SuccessFactors Consulting Partner in North America. Helped SuccessFactors establish its LATAM in practice in 2008-2009, training SF partners and supporting their implementations.
- Developed first Post Go-Live AMS Solution for SuccessFactors in 2010
- Became authorized Training Partner for SuccessFactors in 2011 hired to train SuccessFactors own consultants and other consulting partners. Also helped to update implementation guides for Recruiting Management and OnBoarding, Success Management and Compensation in 2010 and 2011
- Sold L2P's SuccessFactors practice to KPIT in 2013. Quadrupled sales in 3 years. Developed several key partnerships, including ADP Global View, Benefitfocus, Workforce Software, OpenText, Nakisa. Former member of SI Counsel at Benefitfocus.
- SOLUTION INNOVATIONS FOR SUCCESSFACTORS:
 - 2013 – Developed and maintain custom implementation effort estimator EXCEL Worksheet
 - 2016 - Envisioned and co-developed the KPIT KickStart Rapid Deployment Solution RDS.
 - 2018 - Envisioned and Co-developed KPIT Enterprise MEMF (Model Enterprise Modular Framework).
 - 2019 - Envisioned and Co-developed "ReadiForce", an innovative method for HR and IT departments to prepare their companies for HCM Digital Transformation.
 - 2020 - Envisioned and co-developed "Protechs", a fixed fee post go-live stabilization and/or permanent BPO for SAP SF System administration.
 - Published Articles & Videos:
 - ["HR Digital Transformation – A Business State of Mind"](#)
 - ["How to Ensure a Successful Rapid Deployment \(RDS\) Project"](#)
 - [YouTube – HR Digital Transformation – 5-Part Video Series](#)

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<p>Lakeside.DHR December 2020 to Present Founder & Consultant</p>	<p>Individual Provider of Digital HR Transformation Consulting and HRIS Services and Project Management for SAP SuccessFactors Implementations</p>
<p>KPIT / Birlasoft 2013 to Present VP and Global Solution Director for SuccessFactors Practice</p> <p>International Public IT Consulting firm with 10,000 plus employees</p>	<p>VP and Global Practice Director leading all aspects of the Cloud HCM AMS Practice in SuccessFactors, Including:</p> <ul style="list-style-type: none"> • Operational and revenue responsibility for the practice. Maintain sales quotas for key accounts • Support the global sales team in services pursuits, helping to drive sales and act as a SME for presentation, exhibiting deep product and implementation approach and solution development. • Lead the RFP response team and have authored numerous winning responses, including SOW template • Created the Go-to-market strategy and staffing model, including offshore team for AMS service delivery • Created delivery model including the consultant capability model for GSP (Good SuccessFactors Practices) • Ongoing support model, including a successful 100% offshore team to deliver post go-live support services • Developed and manage outsourced packaged solution for Change Readiness to jump start digital transformation • Initiation, negotiation and management of key business development partnerships including SAP. Have negotiated numerous large partner and customer contracts. Co-Developed the delivery estimator document • Have built hundreds of relationships in the SAP SuccessFactors community • Have represented KPIT at SAP Sapphire numerous times, co-presenting several customer success stories for SuccessFactors projects
<p>Learn2Perform 2006 to 2013 Founder and CEO</p>	<ul style="list-style-type: none"> • Formed Learn2Perform (L2P) as a spin-off from Assima, Inc. • Continued with HCM practice for SAP and SuccessFactors • Was named as a strategic Partner by SuccessFactors in their S1 filing for their IPO in 2006 • Expanded LMS Partnership to Plateau, Saba, Cornerstone and Taleo • Built L2P to be one of the top SuccessFactors Consulting companies before selling to KPIT in 2013, in order to leverage the acquisition of SFSF by SAP and continue to grow the practice, which had quadrupled in size

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<p>SystemLink 1997 to 2006 Co-Founder, SVP and CFO</p>	<ul style="list-style-type: none"> • VAR for Computer Associates Accounting Software (later became SAGE), selling and delivering AMS • Was hired by Mobil Oil to help with the implementation of SAP in the U.S. (a Y2K project). After Mobil merged with Exxon, built a team and went on to develop and deliver the end-user training solution for ExxonMobil's implementation of SAP • Built business relationships with several Learning Management Systems (LMS) vendors to provide AMS for their software, including Cornerstone, Plateau, Saba, and SAP • Became the first SAP partner for the SAP Learning Solution and delivered the first implementation of the product in North America Takeda Pharmaceutical, and Coca Cola, Inc. • Named Partner of the year for North America and Europe in 1997 by Computer Associates • Became the first Consulting Partner for SuccessFactors in mid-2005 • Negotiated sale of SystemLink to Assima, Inc. in late 2005
<p>CMS 1990 to 1997 Senior Manager</p>	<ul style="list-style-type: none"> • Managed Software implementation practice, including Sales, Delivery and support for Computer Associates Accounting and Crystal Reports Software • Sold and implemented small business computers and networks to support office operations • Responsible for company's internal business and financial systems • Landed the largest customer in CMS's history, Mobil Oil. Crafted solution to deploy small business accounting system for a dozen country business units in Africa Developed the training simulation and plan and spent 8 months in Africa training local affiliates on the solution
<p>Bradley Associates 1986 to 1990 Founder and President</p>	<ul style="list-style-type: none"> • Specialized in the implementation of Small Business Accounting systems • Resold and implemented Computer Associates Accounting and Crystal Reports Software • Named Partner of the year by Crystal Services in 1988 (eventually became Business Objects, now owned by SAP)
<p>Barton Gillet (Creative Marketing Services) 1983 to 1986 General Manager</p> <p>Coopers & Lybrand (later became PWC) 1978 to 1983</p>	<ul style="list-style-type: none"> • Hired as General Manager where I was tasked to manage bookkeeping and business operations, including the modernization of accounting systems. Successfully introduced a Computerized Network accounting system, now known as Sage ERP. • Auditor Consultant and CPA. Reached Manager level

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Recommendations





REFERENCES

 <p>Terry Eisenmenger IT Director & Technology Practice Leader Change Management Strategist SAP SuccessFactors Specialist December 17, 2020, Terry worked with Steve in different groups</p>	<p>Those who know me will understand this recommendation -- Steve is truly Happy to Help!</p> <p>His thoughts and methods are as they should be: Unique to the situation at hand. His Stage Presence is always practiced and professional. His ability to consult is far greater than most.</p> <p>HR is a passion and Digital is a strong supporting tool -- but Steve never forgets that people are the heart and soul of any organization, practice, policy, process and your ability to succeed.</p> <p>If you want an agnostic look in the mirror, he is your man.</p> <p>I trust LakesideDHR will be yet another success and suggest you give them strong consideration for all things in their stated wheelhouse!</p>
 <p>Chip Eldridge VP of Sales South & East at Ameri100 March 26, 2020, Steve worked with Chip in the same group</p>	<p>I had the pleasure to work with Steve for several years. He was vital in the success of understanding our client's requirements and developing approaches and solutions that made them extremely successful.</p> <p>I hope I am able to work directly with him again in the future. His professionalism, experience, and deep knowledge of SAP SuccessFactors are all qualities any organization would be lucky to have.</p>
 <p>Sean Mallon Service Director HR Cloud Technology Specialist March 15, 2020, Steve was senior to Sean but didn't manage directly</p>	<p>Steve is hands-down one of the most intelligent people in the SuccessFactors business. His patience, ability to listen to the client, and deep knowledge of the product helped establish multiple wins and long term-relationships for his employer and past business. Steve is also a teacher who is more than willing to share his knowledge if you are willing to learn. I'd highly recommend him as a go-to person for any executive who is searching for a consulting firm to implement SuccessFactors. Steve will not only give you the best answers to your challenging questions but the honest ones as well. A prime and rare example of integrity at its best.</p>
 <p>Prashant Jain SAP S/4 and IT Transformation Leader at Capgemini March 11, 2020, Prashant managed Steve directly</p>	<p>Steve is passionate about HCM domain, very knowledgeable with end to end processes as well as SFSF solutions and integrating products. Great attention to detail and being thorough. Leverages his relations with SAP SuccessFactors team to drive value for his clients.</p>

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 <p>Rema Newsom PMP, CSM Owner / Independent Contractor at Synergies Project Consulting March 10, 2020, Rema worked with Steve in different groups</p>	<p>Over my 20 plus years in project and program management, I have worked through many sales cycles and without a doubt, Steve is one of the best sales leaders I have ever worked with. With impeccable integrity and character, he leads his teams through the sales cycles and is one of those rare individuals that see the big picture and the details to address to ensure the project hits the mark.</p> <p>He is knowledgeable about HCM systems, SAP SuccessFactors and knows what it takes to prepare the client for a successful project that will be delivered on time and within budget. It has been my privilege to learn from this talented teacher and speaker.</p>
 <p>Alan Nappier Regional Sales Manager at Acorio March 9, 2020, Alan reported directly to Steve</p>	<p>I consider myself extremely fortunate to have had the opportunity to work with and for Steve Bradley. Without a doubt, he is one of the best mentor's I've had in my 20+ years in the software industry. Steve is an accomplished entrepreneur and executive. Steve truly takes a consultative approach to working with his customers, always keeping their best interest in mind. He has more in-depth knowledge of the HCM technology landscape than anyone I know. His background in Finance, accounting, HCM, ERP and SaaS makes him a truly unique asset to his organization and customers. Rainmaker, Thought Leader, mentor, authentic, caring and driven - just a few of the many adjectives I could use to describe Steve.</p>
 <p>Amy Thorne Sales Director at Accenture March 5, 2020, Steve worked with Amy in the same group</p>	<p>I had the privilege of working with Steve at KPIT and Birlasoft. He has deep knowledge and insight into HCM and SAP SuccessFactors and was invaluable in his support of the Sales team. He's a talented speaker and author and has published many articles and whitepapers sharing his insights and expertise. He lends great credibility to sales pursuits and can help clients solve their most complex business problems. He's someone whom I have great respect for, and I hope we'll have an opportunity to work together again.</p>
 <p>Tania Cirone-Fenyés Head of Marketing, SAP HBU, Alliances at Birlasoft- (KPIT IT Services merged with Birlasoft) March 2, 2020, Steve worked with Tania in the same group</p>	<p>Steve is one of a kind. An all inspiring, self-driven leader that is sure to create an environment for those around him to thrive. As both a business owner and mentor, I have had the privilege to learn and grow under his direction in marketing and business development, while working closely with Steve for the past 10 years.</p> <p>He is passionate about digital transformation, change management and how organizations must adapt to today's changing workforce. Steve is a published author, thought leader in the ERP and HCM space, well respected among his peers. He is dedicated to his customers' success and takes a holistic approach to sales and consulting. Steve's dedication and knowledge of SAP end-to-end solutions and services, always proves the best outcome, and ensures a delightful customer experience.</p>

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 <p>Rajiv Vellore Sales & Business Development Executive, Birlasoft Consulting March 2, 2020, Rajiv worked with Steve in different groups</p>	<p>It was fantastic and an absolute privilege to work with Steve at KPIT and Birlasoft. An exceptionally well read, industry respected experienced leader with a unique way of approaching and solving customer challenges. It's an absolute delight to hear Steve speak at conferences and customer meetings....a great storyteller, very motivational, calming and consultative. Steve is an excellent writer, a rarity in the current times, and has written white papers and articles that reflects his passion for quality and purpose which shines through his years of experience and knowledge. As a person or a leader, Steve earns my highest recommendation</p>
 <p>Paul Theisen Equipping Mid-market Firms to Maximize IT for Growth and Profitability March 1, 2020, Steve was a client of Paul's</p>	<p>Steve Bradley is a luminary in his field of HR Digital Transformation. His HCM Solution Knowledge and Expertise are exceeded only by his Experience and Wisdom as a long-time practitioner and industry leader. Few people have the depth of mastery in their field of endeavor as Steve does; even fewer have his breadth of influence, practical results and foresight. You might say he holds a PhD equivalent in his subject area, then became a two-time successful entrepreneur and went on to become an accomplished enterprise executive.</p> <p>Through all of it, Steve is still known for his affable and approachable demeanor. When combined with his strength of character – one that genuinely values people, never quits, and always finds a way forward – real and lasting value is forged. In this regard, Steve is his own brand. People want to align with him; companies, coworkers, colleagues, and clients alike.</p> <p>I am fortunate to be counted among his many satisfied client's, his professional colleagues and close friends. And, if the opportunity were to present itself, I'd be delighted to be his coworker too. Steve is a rare standard bearer in his chosen profession, a good and true friend and a valuable colleague. Rest assured, whatever your collaboration with Steve, his trademark excellence comes standard!</p>
 <p>Margaret Black Senior SuccessFactors Consultant February 28, 2020, Margaret reported directly to Steve</p>	<p>When I think about influencers that I have aspired to emulate, first and foremost is Steve Bradley. Steve recruited me for several years, and when I finally made the leap to Learn2Perform, he was the most knowledgeable and supportive leader & mentor I've ever known. Steve knows more about ERP & SuccessFactors and what it takes for a successful digital transformation than even most at SAP. He gives his all to invest time with customers, so they understand and make the right decisions to achieve their business needs. You cannot find a person with more integrity and concern for their customers.</p>