



BENJAMIN H. S. SCOTT, JR.

MANAGEMENT CONSULTANT

Human Resources | Military Healthcare | DoD | Finance

"His transformational leadership style will move any organization towards excellence" ~Darryl Williams, U.S. Army~

Confident and seasoned leader with 25+ years of experience in process improvement, human resource management, and operations administration driving strategic change across dynamic and multi-faceted business environments. Innate problem solver known for applying high-level techniques and methodologies to provide strategic advice, guidance, and direction for resource utilization. Navigate flawlessly within a joint environment and expertise working with staff at all levels. Secret Security Clearance.

- Distinguished career as Command Sergeant Major, representing <1% of total U.S. Army membership.
- Oversaw multi-million-dollar budgets ensuring proper funds allocation for training, operations, and support services.
- Appointed to Board of Directors as Associate Director for Fort Belvoir Credit Union.

Competencies

Staffing ▪ Program & Project Management ▪ Process Improvement ▪ Budget Management ▪ Business Operations ▪ Fiscal Management ▪ High-Impact Presentations ▪ Public Speaking ▪ Coaching / Mentoring ▪ Team Building ▪ Research & Analysis ▪ Cross-Cultural Relations ▪ DoD Protocol ▪ Operations Management

PROFESSIONAL SKILLS

Process Improvement

- Improved effectiveness of Defense Medical Human Resources System-internet (DMHRSi) from 80% to 100%. This became the highest level in the region and Army-wide, across U.S. Army Medical Command (MEDCOM).
- Turned around underperforming medical center in 9 months. Prepared staff to be more productive by focusing on streamlining processes and procedures.

Program & Project Management

- Built the Warrior Transition Command (WTC) Career Counselor program. Structured an effective program and ensured quality administration at all levels throughout 38 worldwide locations.

- Guided the development for a U.S. Army Medical Command tracking tool documenting harassment and assault cases. Tool deemed “the best” by Army-wide program management team.

Training & Development

- Ensured staff training was at the highest levels possible, raising stats from 79% to 84.6% within the region for MEDCOM. Developed programs to establish an open culture across all organizations. Utilized technology and scheduled video teleconferences with field staff to create a cohesive culture of transparency and collaboration.
- Started a Talent Management Council and training program to develop future leaders. This program resulted in an 80% promotion success rate.

PROFESSIONAL HISTORY

U.S. ARMY MEDICAL COMMAND, WARRIOR CARE AND TRANSITION PROGRAM, PENTAGON
Action Officer, 2019-Present

Conducts detailed research, analysis, and review in preparing staff actions and coordinating support to the Warrior Care and Transition Program. Utilizes qualitative and/or quantitative methods to assess and improve program effectiveness and improve complex management processes.

Select Accomplishment:

- Instrumental in reducing the number of wasted manhours by indicating lost opportunities for Soldier engagement.
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U.S. ARMY MEDICAL COMMAND, REGIONAL HEALTH COMMAND – ATLANTIC, FORT BELVOIR, VA.
Program Analyst, 2015-2019

Reviews and analyzes policy, data metrics, historical business practices, and procedures. Advises management on methods and techniques which may be applied to improve the effectiveness and efficiency of the organization and subordinate organizations.

Select Accomplishment:

Provides oversight of the region's Transition and Career Education Readiness (CER) successfully through close monitoring, personal engagement with each Transition Coordinators (TC), Commanders and Comprehensive Transition Program Management Analysts in the region, Staff Assistance Visits and Training. With his due diligence, the region's Transition/CER overall Organizational Inspection Program score improved from 59.05% to 75.03%, above enterprise average.

U.S. SENATE COMMITTEE ON ARMED SERVICES, Washington, D.C.
Fellow, 2015

Reviewed and analyzed proposed changes to the military retirement and health care system, as part of the Personnel subcommittee. Solicited and organized input from multiple veteran and military service organizations. Presented findings to Congress representatives for immediate review.

Select Accomplishment:

- Influenced political and social decisions impacting military subculture by coordinating across all military services.

U.S. ARMY, Worldwide
Executive Manager, 2006–2014

Provided strategic guidance and change management for 12K+ staff. Improved productivity for 6 medical facilities and 3 hospitals. Instituted a service-based culture for increased staff, patient, and customer satisfaction.

Select Accomplishment:

- Utilized technology and opted for social media as a way to unify staff at all levels. Boosted morale by building Twitter and Facebook pages and established a reading club.

ADDITIONAL INFORMATION

- Executive Director with The John Maxwell Group; a certified Coach, Trainer, and Speaker
- Certified Army Medical Department Arbinger Facilitator
- Trained Lean Leader
- Certified Scrum Master
- Army Medical Department Certified Lean Six Sigma Black Belt Candidate
- CEO of Ben Scott LLC
- Passed Series 7 license - the General Securities Representative Exam
- CEO and Vice-Chair of Raising Up The Lowcountry Foundation (a Non-Profit)

EDUCATION, TRAINING, & AFFILIATIONS

Master of Arts in Management & Leadership ▪ WEBSTER UNIVERSITY (PENDING CAPSTONE)

Bachelor of Arts in Business Management, Cum Laude ▪ SAINT LEO UNIVERSITY

Certified Scrum Master, December 2018 ▪ U. S. ARMY

Various Training Schools & Courses ▪ U.S. ARMY

Memberships ☐ AMERICAN COLLEGE OF HEALTHCARE EXECUTIVES (ACHE) ▪ AMSUS, THE SOCIETY OF FEDERAL HEALTH PROFESSIONALS (AMSUS)