EBONIE LAMONS

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**Education:** Golden Gate University

BBA Business Management

MBA Business Management with Human Resource Information Systems Concentration

Savvy functional and technical industry leader who excels in resolving employer challenges with innovative solutions proven to increase efficiency, customer satisfaction and the bottom line.

**Sr. HRIS & Reporting Manager**

G6 Hospitality

January 2020 - Present

G6 Hospitality owns, operates, and franchises more than 1,400 economy lodging locations under the Motel 6 and Studio 6 brands in the United States and Canada and the Hotel 6 brand in India. I currently provide leadership, strategic direction and analysis to oversee the organization's human resource information system. This includes system configuration, business process management, and security maintenance in the Workday environment.

* Work with the Chief Administrative Officer to further develop a strategy to optimize the Workday platform to meet business objectives.
* Review and analyze current procedures, identify areas for improvement and develop and implement a standardization system across the enterprise.
* Identify opportunities for automation and reduction of manual processes.
* Collaborate with stakeholders across all functions (HR, Finance, IT, Operations) to maintain and develop processes that will create a best in class HR operations platform and an excellent employee experience.
* Lead projects and teams; obtain key partner buy-in, develop requirements, build/test, prepare for change management, go-live and conduct post-mortem feedback improvements.
* Ensure data integrity, testing of system changes, report writing and analyzing data flows for process improvement opportunities.
* Manage all studio and system integration with 3rd party vendors and internal IT development team.

**HRIS & Business Applications Manager**

US Concrete

November 2017 – December 2019

US Concrete is the leading concrete company in the US and has been continuously expanding their footprint over the last several years. My responsibilities included managing the technical and functional side of all acquisition and integration projects, negotiating software contracts and licenses and leading a team of system analyst, specialist and coordinators, while maintaining and deploying enterprise software solutions across multiple business units within the US, US Virgin Islands and Canada.

Accomplishments:

* Managed a team of 20 employees consisting of HR Coordinators, System Analyst, Payroll Specialist, and project managers.
* Deployed ADP Workforce now for the Canadian operations including HCM, Payroll, Benefits, Finance and time keeping.
* Successfully captured all Canadian pay rules, benefits, laws, taxes, provinces and country requirements during the integration to US Concrete.
* Implemented ADP Performance management software, developed the change management plan, and managed the new web based end-to-end review cycle.
* Project managed the implementation of Sedgwick to efficiently manage worker’s compensation claims and cases.
* Managed and configured ADP EV5 for all payroll and HCM changes, patches and system updates.
* Maintained knowledge of nationwide tax changes, requirements and reporting needs for all the states U.S. Concrete does business and updated ADP EV5 for compliance.
* Merged 6 New York pay groups into a one common payroll while capturing all labor and union specifications into ADP EV5.
* Acted as the technical expert for all national acquisition and merged all new acquisition into the existing business applications for payroll, benefits, logistics, finance and time keeping.
* Reviewed new acquisitions due diligence documents before legal documentation was signed to ensure all technical applications and procedures were captured in the continuation plan or merging.
* Managed conversion project to upgrade Kronos Work Force Central time keeping system to Kronos Workforce Dimensions.
* Project managed the finance system implementation and streamlined the process to capture business expenses.

**Workday HCM Consultant**

Emergent Professionals - Franks International

July 2014 – November 2017

Franks International provided drilling services and maintenance to the oil and gas industry. Serving as the Principal HCM/ERP consultant I was responsible for the development system integrations. The scope of my work also included hands on configuration of the HCM, Payroll, Compensation and Benefits modules. I served as the lead technical and functional resource to the client, third party vendors, and AON’s development team. Managed a team of 5.

Accomplishments:

* Principal Integration consultant responsible for the development of 36 inbound and outbound system integrations.
* Provided guidance with respect to the best way to build various files and integration systems including customized reporting.
* Provided a proactive interface between the client, third party vendors, and AON’s development team to ensure effective coordination and delivery of all integrations.
* Led Change Management focused on Operational Readiness, Communication Plan, Business Process Change, Training Development, Change Impact, Work Stream Integrations and Future Organization Changes.
* Successfully managed requirements gathering, solution design, studio build, tenant configuration, testing and deployment of Workday.
* Successfully managed the full software development life cycle from planning through to deployment, including business analysis to identify improvements, and hands on system configuration.
* Responsible for End-to- end organizational processes, Training Documentation, HCM, CRM, Expense, Benefits and Absence Management.
* Configured Workday to accommodate US Benefit requirements for over 3,000 employees.
* Updated configuration for Annual Enrollment by creating new configuration, supporting testing, migrating changes into the Production environment, and providing support through initiating and closing the Annual Enrollment process in Workday for 2017 future state.
* Led the scoping, planning, and design effort for ongoing benefit processes including New Hire Enrollment, Qualified Status Changes, and Benefit Termination or Loss.
* Coordinated user acceptance testing effort between Integrations development team and internal subject matter experts.
* Chaired daily Scrum meetings to monitor testing status, defect resolution, and deliverables.
* Gathered project-related tasks that involve analyzing and preparing documentation on business processes and user requirements, defined project scope, functional specifications, test plans, test scripts, and managed user acceptance testing.
* Worked with Workday development team and client to architect, test, and deliver compensation feature enhancements critical to go-live success.
* Provided post-production support and extensive knowledge transfer to ensure client understands security, business processes, compensation set up and maintenance.
* Managed compensation design and integration with Towers Watson.
* Configured Human Capital and Payroll Services to evaluate and administer proposed salary increases and promotions, ensuring adherence to a market-competitive philosophy.
* Configured Compensation and Benefits department budget costs. Monitored budget variances monthly and initiated budgetary control actions as appropriate.
* Conducted various scenarios of compensation analytics and modeling to assist Business Partners in making informed compensation decisions for assigned job groups.
* Collaborated with key stakeholders to define best practices and work towards the implementation of new compensation policies and practices.

**Applications Manager**

Noble Drilling

June 2012 – July 2014

Noble Drilling is an offshore drilling contractor for the oil and gas industry, the company owns and operates one of the most modern and technically advanced fleet in the offshore world. While working here I managed business applications for Operations, Finance and HRIS with a team of 5 analyst.

Accomplishments:

* Project managed and implemented Workday HCM, Payroll, Benefits, Recruiting and Advanced Compensation.
* Worked with business teams to review report requirements. Maintain/Assign security role assignments. Configured Workday security roles and groups to the required level of confidentially and segregation of duties.
* Built and managed integrations using Calculated Fields, EIB, Document Transformation, Workday Connector, XML, XSLT and Web Services technologies.
* Developed outbound integration using EIB, Web Services SOAP, WSDL, XML and XSLT Document Transformation for several integrations from Workday to downstream internal and vendor systems and provided necessary security for related functional areas to launch the EIB.
* Created complex reports using the Firm’s HR systems and Designed Workday HCM data conversion process.
* Implemented Workday performance management including goal setting, midyear, and year end processes.
* Improved datacenter availability after large datacenter infrastructure rebuild project.
* Implemented System Center Operations Manager to monitor server environment.
* Created standards for addressing and resolving server issues.
* Migrated from Citrix 4.5 to Citrix XenDesktop 7.1. Resolved ongoing application presentation issues and offered new virtual desktop environment for employees outside the U.S.
* Worked with business groups to create solutions focused on resolving ongoing systems and application issues.
* Monitored Azure Datacenter migration project of all development and preproduction servers.
* Selected 5 new systems and project managed implementation from start to finish. Systems included Workday HCM, Rig Net, SkillsVX, Fresh Desk, and SAP Hana.
* Contributed to cost reduction by implementing a Talent and Learning management system under budget, this included system customizations and development. Saved the company $1.2M in implementation cost.
* Mediated with the vendor and designed system specifications for development that could be used system wide for outside customers to lessen development cost by $80K
* Managed all stages of application lifecycle through design, setup, database management, integration testing, and audit reporting. Monitored project activity, carrier management, billing, and project issues.
* Radically improved system data integrity and business operations by implementing data standards and governance controls.
* Created innovative solutions for offshore system access using RigNet technology and scheduled replication.
* Facilitated the availability of offline eLearning to 21 rigs, drill ships and jackups globally that synced back to the main system shore based.
* Vetted Saba, Success Factors, Sumtotal, and Cornerstone as candidates for the LMS implementation project, by thoroughly testing all systems for functionality and ease of use to choose the best solution for the company.
* Ensured effective roll out of system to pilot regions - Dubai and Singapore, in July 2014. Went live in 5 countries in the Western Hemisphere January 2015 & 18 countries in the Eastern Hemisphere in June 2015.
* Provided hands-on configuration, maintenance and interface services for all HR/Payroll modules’
* Lead the project for the corporate split with Paragon, maintaining data integrity, data cleansing, and transfer of the database to a new database warehouse.
* Configured Workday ESS and MSS.