

Dave Frederick, PMP

Background

Mr. Frederick is an IT Project Manager with over 11 years experience in all facets of PeopleSoft HRMS/HCM implementations, including project management, issue resolution, development and maintenance of project plans, and communications fit/gap analysis, system analysis and design, modification design, testing, configuration analysis, business process design, documentation, and development of training curriculum and execution. After receiving his Master's Degree in Business Administration, he joined a Big 5 consultancy and began packaged software implementation. Mr. Frederick has also been certified as a Project Management Professional (PMP) by the Project Management Institute and is a certified PeopleSoft 8 HCM – Oracle Implementation Champion. He has broad industry experience, including telecommunications, retail, banking and financial services, state and local government, non-profit, staffing, manufacturing, and utilities. He has implemented systems and managed projects at small, medium and large clients and relates well to all levels of the organizations for which he advises. His combination of interpersonal, functional and technical skills and leadership abilities make him a great choice for any PeopleSoft assignment.

Solutions Specialization

- **Project Management Experience**
 - California State University – Los Angeles, PeopleSoft CMS Time and Labor and CMS custom Labor Cost Distribution module
 - Global Auto Manufacturer, PeopleSoft HRMS fit-gap (Assistant Project Manager)
 - Non-Profit Organization, PeopleSoft Financials and Distribution
 - County Government Client, PeopleSoft HRMS/Payroll Enhancement Project
- **Enterprise Solution Experience:**
 - PeopleSoft
 - PeopleSoft 8.x HCM - Oracle Implementation Champion
 - HRMS/HCM 8.0 – 8.9
 - Time and Labor, Payroll for North America, Human Resources, and Benefits Administration
 - PeopleTools, SQR, Application Engine, Crystal, nVision, PeopleSoft Query
- **Business Process Specialization:** HR, Business Process Improvement, Fit/Gap Analysis
- **Industry Experience:** Higher Education, Federal, State, Local, Non-profit, Commercial, Retail
- Certified Project Management Professional by the Project Management Institute
- Packaged Software Implementation and System Design
- Analysis of Interface and Report Design
- Data Conversion, Validation and Testing
- System Security
- Training Curriculum Development and Execution
- Post Implementation Support

Project Experience

PeopleSoft 8.9 Time and Labor/Payroll Assessment – 3/2007

Reviewed project and fit-gap documentation for a County Government client to determine level of effort and scope for ongoing HCM implementation. Validated that estimates of time and resources were adequate to successfully implement desired functionality.

Time and Labor Analyst, Lower Colorado River Authority, 2/2007 to 3/2007

Analyzed specific PeopleSoft 8.8 post-implementation issues related to time entry and labor distribution. Evaluated interfaces, business processes, and requirements to determine recommended changes to configuration and additional modifications. Created detailed design documents and functional specifications for solutions to resolve issues. Created and maintained issues log and drove resolution of open issues.

Project Manager, California State University Los Angeles, 11/2005 to 9/2006

Managed the PeopleSoft 8.0 CMS Time & Labor and Labor Cost Distribution implementation. Responsible for managing all aspects of the engagement, including scope definition and control, project reporting, development and maintenance of the project plan, and development of testing and training plans. Served as the functional consultant for Time and Labor and Human Resources on the project.

Time and Labor Lead, California State University Los Angeles, 7/2005

Managed the PeopleSoft 8.0 Time & Labor Fit Gap Analysis project and identified gaps between CMS “baseline” software functionality and customer business requirements. Estimated number and type of resources and hours needed for successful implementation.

PeopleSoft 8.3 HCM Upgrade, KForce Inc., 1/2005 to 6/2005

Identified gaps between PeopleSoft Time and Labor software functionality and customer business requirements and created functional specifications for modifications to meet those requirements. Analyzed requirements and defined configuration and assessed data needs and defined interface specifications.

PeopleSoft 8.8 HCM Upgrade, Calpine Inc., 12/2004 to 1/2005

Joined this project 4 weeks before go-live and ensured Time and Labor was tested, validated and ready for go-live. Tested the custom Labor Distribution process, validated results, and implemented modifications. Responsible for assisting in all facets of successful go-live for this 3,900-employee company. Led troubleshooting in parallel test phase and managed key tasks necessary for successful go-live.

Principal Consultant, Corio, Inc. 12/2002 to 8/2004**PeopleSoft 8.8 HR Lead and Assistant Project Manager, Global Automotive Manufacturer, 5/2004 to 8/2004**

Led HR fit-gap analysis to determine number and scope of customizations to the HR module for the manufacturer’s North American operations – Mexico, Canada and the U.S. Recommended areas to be standardized among affiliates currently on different HR/Payroll systems (PeopleSoft, GEAC, ADP HR Perspectives, SoftTek, and MS-Excel spreadsheets). Communicated with client on a daily basis to discuss project status, upcoming deliverables and tasks and to resolve outstanding issues.

PeopleSoft Project Manager, Self Realization Fellowship, 1/2004 to 6/2004

Developed project plan and hiring and managing contractors to develop customizations for client already live on 8.4 Financials and Distribution. Prioritized work, tasked contractors with modifications and facilitated various conference calls between client and contractors to ensure requirements were met. Performed development remotely, including a small portion done in Bangalore, India. Managed weekly updates to project plan, facilitated periodic project status calls with the client and various management and updated budget reports and verified that all work performed was well documented before migrating to client production environment.

Functional Lead, Carlson Companies, 12/2002 to 1/2004

Led all aspects of the implementation for the Time and Labor module and facilitated fit/gap analysis sessions, analyzed and updated system configuration, created and/or reviewed functional specifications. Created test validation standards and test scripts for all testing phases (unit, system, integration, and performance). Managed issue logs and resolved outstanding issues and developed standards for Time and Labor data conversion validation. Designed strategy for implementing Time and Labor security and created and managed the project plan for a successful pilot rollout of a Dallas-based subsidiary.

Manager, Numerous Clients – BearingPoint PeopleSoft Practice, 6/2000 to 12/2002

Developed functional specification and oversaw functional modification testing at a medium-sized county government for an HRMS optimization project. Managed and led Time and Labor module

implementation at a 35,000 employee wireless service provider. Led Time and Labor and Payroll HRMS upgrade assessment (fit-gap analysis) at a 26,000-employee Financial Services firm. Managed quality control during PeopleSoft Joint Development program, assisted test release 8.8 of PeopleSoft's Customer Relationship Management (CRM) suite of products. Advised a nonprofit organization to implement Time and Labor version 8.3 with minimal HR setup.

Time and Labor Lead, MetLife, 2/2002 to 8/2002

Managed a multi-phased upgrade project with project goal to eliminate a portion of the modifications to streamline and reduce cost of periodic system upgrades. Led fit/gap sessions with key users and facilitated discussions of modifications and compared functionality in recent releases. Determined that using vanilla functionality and changing business processes was the preferred option to carrying forward each modification. Realized that over 50% of the modifications were identified for elimination.

Time and Labor Lead, Cingular, 7/2001 to 1/2002

Managed a Time and PeopleSoft 8.0 implementation project including multiple unions, multiple locations, implementation of the TCD interface, and custom rules. Created weekly status reports and facilitated weekly meeting to communicate the weekly status with the management. Resolved and documented outstanding issues and maintained issue logs. Updated project schedule and plan.

Time and Labor Lead, King County, Washington, 1/2000 to 12/2000

Developed weekly status reports, reviewed configuration, developed test scripts, reviewed test results and resolution of issues during a PeopleSoft upgrade from version 7.0 to 7.5 project. Managed enhancement phase of the project by prioritizing multiple enhancements, including the development, testing, documenting, moving configuration and setup to production and communication to users.

Senior Consultant, Numerous Clients – BearingPoint PeopleSoft Practice, 6/1995 to 6/2000

Developed test strategy and test plans for a 100,000-employee drugstore retailer. Implemented PeopleSoft Time and Labor with a web-based time-entry panel for a major brokerage firm. Implemented PeopleSoft Time and Labor at a Midwest utility. Coordinated the cutover to PeopleSoft Payroll, Human Resources and Benefits at a large Midwestern utility.

**Education,
Certifications, and
Clearance**

Project Management Professional Certification, Project Management Institute, August 2005
 Masters of Business Administration (MBA), University of Florida, 1995

- Specialization in Decision Information Sciences and Entrepreneurship

 Bachelor of Science in Business Administration, University of Florida, 1989

- Majored in Decision Information Sciences

**Employment
History**

Metaformers, Inc., Project Manager, 10/2005 to Present
 Metaformers, Inc., Senior Consultant, 09/2004 to 10/2005
 BearingPoint, Inc., Consultant, Senior Consultant, Manager, 06/1995 to 12/2002