Ron Osborne

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Highly accomplished, client-focused Project Manager and Test Lead, successfully delivering\HR and Payroll services for PeopleSoft, Oracle and Workday. Led testing effort for Workday Financial implementation from   Extensive experience writing project plans, and test plans to ensure proper planning has occurred. Skilled in using MS Project, Smart Sheet, and various collaboration tools. More than 10 years as a project manager, and 16 years as a Test Lead. PMP from 2003 – 2018. Held Secret Clearance from 1979-1980 in USMC and 1989-1993 while working with AT&T on SOSUS projects for the U.S. Navy's SPAWAR group.

- Project Management
  - Managed multiple projects for new implementations and upgrades
  - Conducted Cutover planning for PeopleSoft upgrades (Lucent Technologies) and Workday implementation for a large insurance client.
  - Decommissioning systems and integrations
  - Taught Project Management classes as adjunct for Boston University

- Test Management
  - Led testing effort for Payroll Operations
  - Managed testing for 14 Workday implementations during all phases of testing (Configuration Unit Testing, End to End Testing, UAT, Integration testing, and Payroll Parallel Testing). Clients include best-in-class companies from the automotive, financial, consumer products, manufacturing, pharmaceutical and hospitality industries
  - Workday, PeopleSoft, Kronos, SuccessFactors, Learning Management Systems, custom applications, integrations – HCM and Finance
  - Payroll, Comp, HCM, Recruiting, Talent, Learning, Integrations and Reporting
  - Regression testing

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- Integrations test management
- On-shore and off-shore personnel
- Agile and waterfall methodology
- Conversion Management
- Training Management

EXPERIENCE

WORKDAY TEST LEAD/MANAGER   (FEB 2023 – AUG 2023)

Served as Talent test manager for rollout of global Onboarding redesign project. Produced overall test schedule, kickoff documents and deployed a new test tool (Qtest) to replace Smartsheet. Developed testing processes to automate onboarding tasks end-to-end (creating positions to completion of onboarding). Collaborated with automation developers to verify that test steps were correct for the automation tool to run successfully. Monitored integration test execution to verify that updated information flowed downstream to Mexico. .

WORKDAY TEST LEAD/MANAGER   CRO IT SOLUTIONS (C2C)   (JAN 2023 – FEB 2023)

Served as Talent test manager for short term engagement. Prepared the client team for UAT by reviewing and loading test scenarios, produced kick off documents and job aids for testing tools, and trained testers. Monitored test execution and provided regular status reports throughout testing. Assignment ended when Talent UAT was successfully completed and the ACM component was delayed for four-six months.

WORKDAY TEST LEAD/MANAGER   (JULY 2022-JAN 2023)

Served as test manager for property management company in Workday ACM, comp and Recruiting space. Planned for sprint testing, which included functional UAT and integration testing. Developed test scenarios to support Global team, prepared testers for test execution, and managed test execution/defect management throughout Agile sprints. Used VSTS test tool, MS Project, SharePoint, and Microsoft teams during the project.

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WORKDAY Parallel Payroll Advisory Role   CRO IT SOLUTIONS (C2C)   (FEB 2022-MAR 2022)

Supported client in Aviation Industry in Parallel testing, development and evaluation of key metrics and test defects. Ensured test results conformed with Exit Criteria.

WORKDAY TEST LEAD/MANAGER   CRO IT SOLUTIONS (C2C)   (FEB 2021-JAN 2022)

Successful delivery HCM for client in the automotive industry, including Workday for Payroll, Comp, HCM, Recruiting, Talent, Learning, Integrations and Reporting domains. Implemented Workday Finance module, completed January 2022. Joined this project in-flight, assessed where gaps were in project execution, organized and directed team leads to meet project deliverables and adopt testing methodology.

WORKDAY TEST LEAD/MANAGER   ALIGHT SOLUTIONS   (DEC 2015-JUN 2020)

Successful delivery for 13 clients in the automotive, finance, pharmaceutical, consumer product, manufacturing, energy and communications industries including Workday for Payroll, Comp, HCM, Recruiting, Talent, Learning, Integrations and Reporting domains.

- 6 years of Workday test management experience.
- Created overall test strategies, plans and scenarios for config unit test (CUT), end to end (ETE)integration and regression.
- Held remote meetings to kick off testing projects, conduct client reviews of test strategies and test plans, including regression and integration.
- Formed testing teams for each client, trained testers on JIRA testing tool, verified team's access to Workday, and monitored test execution until complete.
- Delivered test status to team members and stakeholders.
- Delivered defect management to prioritize and resolve issues.
- Developed and standardized metrics using defect status and test execution status.
- Monitored test execution and created exit documentation, including signatures for each phase.
- Trained client test leads to manage their test teams, including tool usage.

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- Trained client integration test managers and test leads to conduct integration testing.

INTEGRATION TEST MANAGER, ALIGHT SOLUTIONS (DEC 2015-JUNE 2020)

Successfully created detailed integration schedules as part of the end-to-end testing and collaborated with vendors.

- Formed teams and assigned integrations to testers to create detailed test scenarios.
- Reviewed integration test scenarios to verify that tests covered requirements.
- Held defect calls with integration team to prioritize defects according to severity and to run per integration schedule.
- Held regular meetings with integration vendors to verify that they were prepared to send/receive files per schedule, retest defect fixes, as necessary.
- Compiled integration metrics for weekly status reporting and identified areas where corrective action was necessary to stay on schedule.
- Reported out test results at the integration level and obtained sign off from clients as testing was completed and all defects were closed.

USER ACCEPTANCE TEST MANAGER (UAT), ALIGHT SOLUTIONS (2006-2015)

Successfully managed user acceptance testing, including deliverables and schedules, for Alight's PeopleSoft business.

- Led testing effort for Payroll Operations, Business Outsourcing
- Managed finance Integrations testing as part of payroll ops – tax filing, general accounting.
- Managed offshore and onshore testing resources to ensure successful outcomes for PeopleSoft implementation for large banking client, and production support for clients in banking, energy, and hospitality businesses.
- Created quality assurance methods and processes for domains/modules.
- Led UAT team in scheduling, creating and executing detailed test cases for HR systems such as Compensation, Recruiting, Absence, PeopleSoft, SuccessFactors, and client internal tools.

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- Used HP Quality Center to plan, execute and report on testing progress. Testing responsibilities included assigning production issues to team, scheduling payrolls for the test environment, and coordinating the team's effort around each payroll.
- Participated in recruiting, interviewing and hiring of new UAT team members.
- Developed a change control process for Payroll Operations to review, estimate, and implement changes from Alight clients.

CONVERSION MANAGER, AON CORPORATION (2004-2005)

Managed a team of 11 technical and functional personnel over a six-month period to migrate legacy payroll data to SAP.
- Project completed on time and under budget, with less than .5% errors in first pay runs.
- Saved client over $2 million by decommissioning legacy payroll.

AREAS OF EXPERTISE

- Test Management
- Conversion Management
- Integration Testing
- User Acceptance (UAT)
- Release Testing
- Regression
- Project Management

- Training
- Testing tools (ALM, Zephyr, JIRA)
- PM tools (Microsoft Project, Smartsheets)

EDUCATION AND CERTIFICATIONS

- Management Information Systems (Bachelor of Science) – High Point University, North Carolina
- General Engineering (Concentration in Computer Science (Master's) – NC State University
- Project Management Professional (PMP) - Project Management Institute
- Master's Certificate in Project Management – Stevens Institute of Technology, New Jersey

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Workday experience includes the following assignments:

Test Manager Assignments:	**Duration;**
The Heritage Group	Jan 2024 – Mar 2024
Alcon	Apil 2023 – Aug 2023
Flowserve	Jan 2023 – Mar 2023
Cushman Wakefield, Property Mgmt	June 2022 - Dec 2022
Southwest Airlines	Jan 2022 - April 2022
Boyd Corporation, Collision and Glass*	Feb 2021 – Jan 2022
Abbott	Jan 2019 - Mar 2020
Aon Corporation*	Jun 2015 – Feb 2016
Loews (Hotels, in NYC, not Lowes Home Improvement)*	Jun 2017-Feb 2018
The New York Times	Mar 2017-Oct 2018
American Express	Aug 2016 – Mar 2017
The Metropolitan Museum	Sep 2016 – Nov 2016
Johnson Controls	Jan 2016 - Sep 2016

* Functional and Integrations Test Manager

Dedicated Integration Test Lead assignments

Centrica	Mar 2018 - Feb 2019
McGraw Hill	Jan 2015 - Dec 2015

Operations Test Lead assignments:

Bank of America (PeopleSoft)	May 2010 - Jul 2013
Prudential (Workday)	Sept 2018 - Jun 2019

Workday Release testing

Bloomberg	Jan 2020 - Mar 2020
Circle K	Aug 2019 - Mar 2020