

PHILLIP H. CAO



Experienced IT professional & Proud Geek

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📍 Dallas , TX

EXPERIENCE

IT Leader, Enterprise Strategy & Innovation

[L3 Harris Technologies, inc](#) 📅 2014 - Ongoing 📍 New York, NY

L3 Technologies is an agile innovator and leading provider of global ISR, communications, networked systems, and electronic systems.

- Led the L3 Harris Merger to ensure the financial systems operated on day one of the closing.
- Triple the company mobile base by deploying SAP solution like Fiori for end users.
- Deployed multiples enterprise applications like Travel and expense (Concur), procurement (MDG/Ariba), and Digital Boardroom (C-suites analytics).
- Work closely with c-levels and business leaders on Corporate strategy, adjustments of current existing strategies and lead high-impact enterprise-oriented change.
- Lead, manage, coach, and motivate cross-functional and geographically dispersed project team members to execute effective IT visions, strategies and roadmaps.

Sr. Manager Business Applications

[3M](#) 📅 2011 - 2014 📍 St.Paul, MN

The 3M Company operating in the fields of industry, worker safety, health care, and consumer goods.

- Deliver cloud architecture solutions through all phases of the project lifecycle, including requirements definition, architecture design, conversion, and testing; based on a proven agile methodology.
- Lead the development of technology roadmap to identify extended value of new solutions by implementing additional functionality, maximize usage of standard SAP functionality and reduce custom solutions.
- Utilizing architecture and integration background to lead all Middleware and application interface activities.

Manager, HR/FI/CRM Portfolio(Global support)

[Florida Crystals](#) 📅 2011 - 2011 📍 West Palm Beach, FL

Florida Crystals Corporation is a fully integrated cane sugar company, guiding its sugar from the field to the table.

- Perform as a liaison among stakeholders in order to analyze, communicate, and validate requirements for changes to business processes.
- Provided technical leadership for IT team adopt cloud-based solutions.
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MOST PROUD OF

💎 To take a failed project and try to make it successful

💎 "Do More with Less"

EDUCATION

B.S in Management Information Systems

[Rowan University](#)

📅 2000 - 2004

AWARDS

⭐ Rising Star

⭐ Employee of the year

TECHNOLOGIES

SAP

S4 HANA

ECC

SAP SDA/SDI

PI/PO

Datahub

Sap Digital Boardroom

S4 Central Finance

Workday/SuccessFactors

HR

Finance

STRENGTHS

📈 Integrate multiple ERP systems into one centralize SAP S4 HANA

HR/FI Lead (Project Manager) (Global implementation)

[American Redcross](#)

📅 2010 - 2011 📍 Washington DC

American National Red Cross, is a humanitarian organization that provides national emergency assistance worldwide.

- Managed complex implementation program comprised of multiple phases across several business units.
- Including integration and consolidation of multiple time-keeping systems, multiple versions of payroll systems, and multiple versions of HR databases into one single ADP ERP system.
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Sr. Business Analyst

[Syngenta](#)

📅 2008 - 2010 📍 Greensboro, NC

Syngenta AG is a Swiss-based global company that produces agrochemicals and seeds. As a biotechnology company, it conducts genomic research.

- Identified and recommended technical solutions to address opportunities to improve existing process.
- Streamline and optimize operational effectiveness within Human Resources/Payroll/Finance with Lean process consolidation.
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SAP Manager

[Comcast](#)

📅 2003 - 2008 📍 Philadelphia, PA

Comcast is the largest pay-TV company, home Internet service provider, and home telephone service provider.

- Consolidating multiple HR and finance systems to SAP ERP.
- Define system configuration for SAP Time, ESS/MSS, Payroll, Personnel Administration, Benefits, compensation and OM modules based on business requirements via IMG.
- Collaborated with HR/IT/Vendors to develop SAP HR, Benefits, Payroll and Time interfaces.
- Lead in time mobile wireless integration with CATS and SAP Time Management system.
- Integrated Kronos time clocks, phone punches, and wireless mobile with SAP and ADP payroll.
- Lead SuccessFactors Compensation Management & Learning development.



SAP Production migration to Azure