



Michael G. Francis

MBA · CPP · PM Certified

Senior Global HCM & Payroll Executive

Big 4 Alumni · National Conference Speaker · Published Author

- Open to VP & Executive Leadership Roles
- National & Global Conference Speaker Every Year

5,000+
PROFESSIONALS REACHED

4×
APA NATIONAL CONGRESS
SPEAKER

16
GLOBAL MARKETS LED

30+
YEARS EXPERIENCE

EXECUTIVE PROFILE

Michael G. Francis is a Senior HCM Executive with over 30 years leading global payroll operations, HRIS implementation, and human capital consulting across **Big 4, Entertainment, Oil & Gas, Technology, and Consumer Goods** sectors.

With mastery across **Workday, SAP SuccessFactors, Oracle Fusion, UKG, and ADP**, Michael has delivered 5+ full lifecycle enterprise implementations and outcomes measured in millions saved — including an **\$800K IRS penalty recovery** at Seminole Hard Rock and **\$1M+ in client savings** during his Big 4 tenure at EY.

A **four-time APA National Congress speaker** who has addressed **5,000+ payroll and HCM professionals** at national and global conferences annually, and a **15+ year published author** in Global Payroll Management Institute Magazine.

CONFERENCE SPEAKING ENGAGEMENTS

2026 44th APA Payroll Congress Convention & Expo
Nashville, Tennessee · May 12–15, 2026
"Maximizing the Consultant Relationship During a Payroll Implementation" — co-presented with Jay Conforti, KPMG · Also served as Featured Panelist

2025 APA National Payroll Congress
National Conference · Annual
Global HCM technology adoption and multi-market payroll compliance strategy

CAREER HIGHLIGHTS

SBA Communications

Director, Global Payroll · 2022–Present

16-market payroll (Americas, EMEA, APAC) ·
Workday HCM lead · 1,800 employees

Seminole Hard Rock

Director, Global Payroll Shared Services ·
2020–2022
24,000+ team members · \$800K IRS penalty recovery · Workday vendor selection lead

Ernst & Young (EY)
Manager, Human Capital Consulting · 2014–2017

Big 4 · \$1M+ client savings · GPMI published author
· APA-approved trainer

2024	APA National Payroll Congress <i>National Conference · Annual</i> Building high-performing payroll Centers of Excellence through Lean Six Sigma and change leadership
2023	APA National Payroll Congress <i>National Conference · Annual</i> Enterprise HCM implementation leadership — lessons from the front line of global system transformation
2016	EY Payroll Roundtable — Year-End Processing <i>Houston, Texas</i> APA-approved training presenter; founded EY's Houston payroll professional community

PUBLISHED THOUGHT LEADERSHIP

- **15+ years** of published articles in **Global Payroll Management Institute (GPMI) Magazine**
- Landmark white paper: *"Payroll Change Management"* — GPMI Magazine, Aug/Sept 2015
- Ongoing editorial contributor covering global HCM strategy, compliance, and payroll transformation

Frank's International
Senior Manager · 2017–2019

\$150K annual savings · Workday payroll · Canada integration · RACI restructuring

Applied Materials
GSS Payroll Integration Manager · 2012–2014
1,100 acquired employees integrated · \$500K+ penalty savings · Kronos rollout

Johnson & Johnson
Regional Tax Manager · 2005–2012

80 legal entities · SAP implementation lead · Global M&A; payroll integration

CORE EXPERTISE

- Workday · SAP SuccessFactors · Oracle Fusion
- ADP · UKG · PeopleSoft · Kronos
- Global Payroll COE Design
- M&A; Integration & HR Carve-Outs
- Organizational Change Management (PROSCI / PMI)
- SOX Compliance & Risk Mitigation
- Lean Six Sigma Process Improvement
- Multi-Country Payroll · 16 Markets

CREDENTIALS

- MBA, Global Management · University of Phoenix, 2007
- CPP — Certified Payroll Professional
- PM Certified · Austin, 2014
- BBA, Marketing Management · Bernard Baruch College, 1995
- Member · American Payroll Association (APA)
- Member · PMI · National Black MBA Association

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■ Lake Worth, FL ·
Remote & Relocation
Open

SPEAKER BOOKING INQUIRY

Michael G. Francis, MBA · CPP · PM Certified

Return completed form to: michael@hcmexecutive.com · hcmexecutive.com

SECTION 1 — YOUR ORGANIZATION

Organization / Company Name

Event / Conference Name

Contact Name

Title / Role

Email Address

Phone Number

Organization Website

Organization Type (Corporate / Association / University / Other)

SECTION 2 — EVENT DETAILS

Event Date(s)

Event Location — City, State / Country

Expected Audience Size

Session Format (Keynote / Panel / Workshop)

Session Length Requested

Audience Type (Payroll / HR / Executive / Mixed)

Event Theme or Focus Area

SECTION 3 — SESSION PREFERENCES

Preferred Speaking Topic(s) — check all that apply:

☐ Maximizing the Consultant Relationship During a Payroll Implementation

☐ M&A; Integration: The Payroll & Tax Playbook

☐ Global Payroll Transformation & HCM Technology Adoption

☐ Compliance Leadership Across Multi-Country Payroll Operations

☐ Building Resilient Payroll COEs at Enterprise Scale

☐ Custom / Other Topic (describe in notes below)

☐ Change Management for HRIS & ERP System Transitions

Additional Notes / Custom Topic Description

SECTION 4 — LOGISTICS & COMPENSATION

Honorarium Budget (Range)

Travel & Accommodation Covered? (Yes / No / Partial)

AV / Tech Requirements Provided?

Recording / Livestream Permitted? (Yes / No)

Any Additional Requirements or Special Notes

SECTION 5 — AUTHORIZATION & SUBMISSION

By submitting this form you confirm the information is accurate and represents a formal inquiry to engage Michael G. Francis as a speaker. Michael's team will respond within **48 business hours** of receipt.

Authorized Signature

Printed Name

Date

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