

**World Class Communicator** with proactive approach and strong written and verbal communications skills.

- Whether translating HR, legal, compliance or CEO, I have learned how to make the complex simple.
- Nationally recognized and award winning motivational speaker and facilitator.

**Dynamic Innovative Leader** adept at planning, delegating, coaching, mentoring and motivating people.

- Maintained two full staffs while keeping company from bankruptcy with less than 5% turnover.
- Over twenty former employees have gone on to build their own companies.

**Seasoned Personable Team Player** proven to be able to lead teams and companies.

- Lead sales, HR, training and operations simultaneously while company from #20 to #4 nationally.
- Working with U.S. Army generals and Fortune 500 CEO's. I understand team building.

**Tenacious Problem-Solver** who combines technical knowledge and business acumen to deliver results.

- Entrepreneurial background and business owner allows for unique bottom line thinking.
- A farmer's son to the U.S. Army. A company owner and a corporate executive. Every problem is solvable.

## Scott Patten

15737 Afton Boulevard South Afton, Minnesota 55001 651.283.1506

### Managing Partner

**Vagabond, Rogue & Results, Minneapolis, Minnesota** Oct '11 – Present

- Developed and Implemented Human Resources, Business, Operations, Social Media and Marketing plans for 13 businesses.
- Designed interactive employee manuals and electronic new hire paperwork.
- Launched new employment branding and recruiting programs. Saving over \$300,000 in fees.
- Authored 36 unique training programs including on boarding, compliance, and sexual harassment saving over \$1,000,000.
- Provide 24/7 coaching and mentoring to owners, managers and staff in revolutionary "Coaching Bites"

### Vice President, Talent Services

**Marketing Architects, Inc., Minneapolis, Minnesota** Nov '04 – Oct '11

- Coordinate and supervised all policy, planning and compensation regarding all talent including executives and C-suite.
- Reinvented HR function by pushing accountability to individual manager level. Moved from HR focus to Talent driven focus.
- Restructured recruiting function saving \$700,000 in annual outside fees allowing for 80% TTH and 50% reduction in turnover
- Performed analysis and negotiated benefit programs developing 5% savings against 15% medical inflation.
- Negotiated all outside vendor contracts relating to HR, legal and facilities including cafe.
- Managed all legal and employee local, state and federal compliance functions.
- Developed company new hire program and built LMS for ongoing training.
- Co-developed corporate leadership brand and implementation throughout company.
- Strategic business coach/mentor at multiple levels throughout company including to President and CEO.
- Member of company's Senior Leadership Team moving from \$20 million to over \$100 million in revenue.
- Managed P&L of three business divisions.

### National Director of Sales & Training

**Avizen Lending Solutions, Golden Valley, Minnesota** Apr '02 – Nov '04

- Increased company's volume over \$850 million.
- 200% increase in self-generated business allowing for a 15% reduction of expenses.
- Created training division for company allowing for faster on-boarding, compliance and functional training
- Analyzed and developed compensation and bonus programs for staff, management and executive teams.
- Incorporated Training, Operations, HR, Recruiting into single division with streamlined reporting. 11% reduction in overhead.
- Negotiated all employee benefit contract including medical, dental and 401k. Saving over \$30,000 in annual fees alone.
- Designed, built and implemented succession planning to the front line manager level.
- Member of company's Senior Management Team & Board of Directors.
- Full P&L responsibilities.
- Day to day management of four branches, management, loan officers, training staff and trainers.

### Chief Training Officer

**RealNet Learning Services, McLean, Virginia** Oct '99 - Apr '02

- Developed training curriculum for our core client group: HR, real estate, financial, retirement professionals.
- Represented the company and our programs at keynote seminars and lectures throughout North America.
- Developed and delivered seminars and courses designed exclusively for our online classroom.

### Director, Technology Training

**Merrill Corporation, Saint Paul, Minnesota** Jul '97 - Oct '99

### Director of Training/Co-Owner

**Superstar Computing, Eden Prairie, Minnesota** Mar '91 - Jul '97

Additional information and references are available by request.

[hirescott@scottpatten.com](mailto:hirescott@scottpatten.com)