



## Benjamin Foster

### Regional Vice President of HR HCA Houston Healthcare

Benjamin joined the HCA Houston Healthcare as the Regional Vice President of HR in 2016. HCA Houston Healthcare is an affiliation of hospitals serving greater Houston, Corpus Christi and South Texas. HCA Houston Healthcare is the #1 provider of healthcare services in the Houston market. With 18 hospitals, 12 freestanding emergency rooms, 8 ambulatory surgery centers, more than 20,000 employees and 9,800 active physicians, HCA Houston Healthcare offers patients access to a circle of care that is unique in the region.

Prior to joining HCA, Benjamin worked as the ScottMadden consulting project lead for HCA's HR transformation project that kicked off in 2011. Over the course of the HR transformation, Benjamin spent nearly 10,000 hours working with hospital and outpatient HR teams, all HR Centers of Excellence, with a focus on Talent Acquisition, Leadership & Organizational Development, and the new HR Analytics function. Aligning HR support to HCA business objectives and incorporating internal leading practices into HR processes were key tenets of the implementation approach. Since kicking off the HR transformation project in 2011, Benjamin worked with HR teams at over 160 facilities across all 14 Divisions as they prepared for the launch of the new HR shared services model.

Benjamin joined ScottMadden in 2006 and has expertise in large-scale HR transformations, talent management strategies, shared services design and implementation, operations improvement, and project and change management. Prior to joining ScottMadden, he spent several years working at McMaster-Carr Supply Company. Benjamin held a variety of positions including, Recruiter, Sales Development and Marketing Manager, Accounts Receivable Manager, and Warehouse Director.

Benjamin is a member of the Society for Human Resources Management (SHRM), the American Society for Healthcare Human Resources Administration (ASHHRA), and the Texas Society for Healthcare Human Resources Administration and Education (TSHHRAE).

Benjamin graduated Phi Beta Kappa with his bachelor of science in Biology from Wofford College where he served as student body president. Benjamin received his M.B.A. with a concentration in Strategy and Healthcare Consulting from Emory University's Goizueta Business School.

