

Nina Oddo is a senior SAP Consultant with ROC Americas Inc. After 16 working in Human Resources, the last eight of which have involved working with SAP HCM, Nina brings a wealth of experience to her clients. Nina is very important member of our US subsidiary and a member of the Management Team where she has responsibility for the development of Talent Management skills within the organization.



As the Talent Management Process Champion, Nina's primary focus is on talent management processes and systems. "This is an area where HR can really provide value to an organization – with effective talent management processes and systems in place, an organization is better able to align its workforce to meet business demands and equally as important, meet employees' desires such as career development and opportunity." Nina is passionate about her subject and is a frequent speaker at SAP and ASUG events. Most recently she addressed the Maryland ASUG chapter earlier this month.

Her experience includes projects in a global environment with responsibility for design, configuration, and implementation of the solution. Nina also has solid experience with other SAP HCM functionality, including Personnel Administration, Organizational Management, Compensation, Benefits, and Travel Expense, as well as designing and maintaining interfaces between SAP HCM and other systems.

Nina's background includes several years serving in the United States Air Force and Air National Guard with a primary focus on training. Nina says that she was attracted to consulting through a desire to help other companies, as well as further develop her own skills; "I was eager to work with other companies in their efforts to get the most use out of their HR systems. I also felt that consulting would provide me an opportunity to further develop technical and other skills."

Regarding her consulting career, Nina says that she enjoys the challenges offered by a set of clients; "Looking back, not one specific engagement stands out as being the toughest – each has its good points and as well as a few not so good points. As long there is a set of challenges that we are able to address and solve, I feel that I can make a difference. I particularly enjoy seeing the results of my work."



While away from client's sites Nina enjoys life; "For fun, I like to be away from my computer! So, there's a lot of things I like to do – if we take those beginning with a "C" – concerts and cooking; "K's" include kayaking and knitting. I'll spare all and not go through the entire alphabet ;)"

Although she concedes that travel (a necessary part of the consulting profession) can limit her enjoyment of these activities: "I will say anytime there is cross-country travel involved, especially

for an extended period of time, it becomes more difficult for me to ensure a good balance between work and personal life."