



SCOTT COOK

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[VCARD](#) | [LINKEDIN](#)

Scott partners with organizations to deliver transformative human resources strategies and operational excellence, leveraging over 30 years of leadership experience in private equity, public, and privately held companies. His expertise lies in building high-performing HR functions, leading complex M&A integrations, and fostering winning workplace cultures to drive business growth. Over his career, Scott has successfully led HR due diligence and integration for more than 100 acquisitions, ranging in size from \$2M to \$500M, navigating cross-border complexities in North America, Latin America, and Europe. He has established HR centers of excellence, implemented advanced talent acquisition and management systems, and restructured benefits programs—achieving significant cost savings and improved employee engagement. His work includes driving strategic initiatives that align talent development with business objectives, reducing turnover, and building scalable recruiting engines capable of hiring over 1,800 frontline workers annually.

Scott began his career in organizational development and leadership, progressing to serve as a trusted advisor to boards and executive teams. His ability to align HR strategy with operational goals has consistently delivered measurable results in diverse industries, including services, manufacturing, and healthcare. He has held C-suite and executive roles as Chief of Staff, CHRO, and Head of Talent and M&A Integration in both domestic and international organizations. His expertise includes building talent development strategies to ensure organizational renewal, including C-suite, executive, and management talent pools. He has driven value creation through successful acquisition integration, synergy delivery, risk management, and total rewards strategies, positioning HR as a key driver of business success.

FUNCTION & SPECIALIZATION

- Mergers & acquisitions
- Building out and establishing HR functions
- Talent acquisition & development
- Leadership & organizational development
- Organizational culture & employee engagement
- Building strategic relationships

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Horizon Group Holdings
- Rentokil-Initial
- ARAMARK
- Day & Zimmermann
- The Yoh Company
- Cigna Property & Casualty

EDUCATION, LICENSES & CERTIFICATIONS

- Master in Organizational Development, Temple University
- B.A. in Psychology, Eastern Nazarene College

PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Executive Director, Kenya's Kids
- Founding Member, HR Executive Alliance and Talent Acquisition Leadership Alliance
- Director, Churchill Casualty Ltd. (former)
- Board Trustee, Eastern Nazarene College (former)
- Advisory Board, Temple University Fox School of Business (former)
- Adjunct Professor, St. Joseph's University Haub School of Business, Messiah University, Cabrini College, Eastern Nazarene College (former)