

Dr. Scott's Bio

Dr. Scott Cawood, CCP, GRP, CSCP, CBP, TRLC

Chief Executive Officer, WorldatWork

Dr. Scott Cawood currently serves as the CEO of **WorldatWork**, a global nonprofit association for HR professionals and Total Rewards practitioners, since 2015. With a career dedicated to improving the workplace, Cawood is known for his deep expertise in organizational effectiveness, employee engagement and workplace culture.

Before joining WorldatWork, he held senior leadership roles at **W.L. Gore & Associates**, where he led global organizational effectiveness strategies, and at **Synogy**, a global compensation and sales software company. He also contributed to workplace excellence initiatives at **Revlon** and the **Great Place to Work Institute**, which curates Fortune's "100 Best Companies to Work For" list.

Cawood holds multiple professional certifications, including:

- **Certified Compensation Professional (CCP[®])**
- **Global Remuneration Professional (GRP[®])**
- **Certified Sales Compensation Professional (CSCP[®])**
- **Certified Benefits Professional (CBP[®])**
- **Work-Life Certified Professional (WLCP[®])**

His academic background includes:

- **Ed.D. in Organization- and Work-Based Learning** from the University of Pennsylvania (Wharton School and Graduate School of Education)
- **M.S. in Learning Sciences**, University of Pennsylvania
- **M.A. in Labor and Industrial Relations**, Michigan State University
- **B.A. in Organizational Communication**, Michigan State University

A passionate advocate for employee-centric workplaces, Cawood is also a bestselling author. His 2023 book, ***The New Work Exchange: Embracing the Future by Putting Employees First***, explores how organizations can thrive by prioritizing people.

Known as a "work nerd," Cawood believes that treating employees as whole individuals—not just as workers—unlocks innovation, productivity and long-term success.

Dr. Scott's Introduction

Our morning speaker has been fascinated by the world of work since childhood.

Scott's entrepreneurial journey began on his school bus, where he discovered the fundamentals of supply, demand, and profit by selling his Halloween candy to classmates. What started as a sweet side hustle quickly became a sustainable and lucrative business.

He officially entered the workforce at age 14, though his first job was short-lived. A fast-food restaurant relieved him of his duties after he demonstrated a creative interpretation of standard operating procedures. His evaluation included the phrase "the most unmanageable employee of my career."

After what could generously be described as an unremarkable high school academic career, Scott eventually made his mother very proud by graduating with honors while earning his doctorate from the University of Pennsylvania's Wharton School & Graduate School of Education. His research focused on how employees learn and grow across different workplace environments.

Combining his passion for business with his lifelong fascination with work, Scott landed his dream role as CEO of WorldatWork in 2017. Since then, he has been honored to serve a global community dedicated to making work better, fairer, and far more inspiring for people around the world.

Please join me in welcoming Dr. Scott Cawood to the stage.

Dr. Scott's Program Description

Bringing Great Work to Life!

The workplace is undergoing one of the most significant transformations in modern history. The forces reshaping how we work, lead, and engage are moving faster than traditional systems were ever designed to handle.

The question is not whether work has changed. The question is whether leadership has changed with it. The cost of poor leadership has never been greater, and the expectations of today's workforce have never been higher.

Join Dr. Scott Cawood, CEO of WorldatWork, for an engaging exploration of the forces reshaping the world of work and the leadership decisions that will define the next generation of organizational success.

Combining research, business insight, and real-world experience, Dr. Scott examines how technology, workforce expectations, business velocity, and economic uncertainty are fundamentally altering the employee experience. Traditional approaches to pay, benefits, flexibility, performance, and rewards are being challenged as organizations race to keep pace with a rapidly evolving environment.

Yet the greatest disruption may not be technological at all.

As employees seek greater transparency, authenticity, and purpose, leadership trust has emerged as one of the defining issues of our time. Organizations can no longer afford to view poor leadership as an isolated personnel issue. It is a strategic risk with direct implications for culture, retention, innovation, and business performance.

Known for his ability to blend academic rigor with practical business relevance, Dr. Scott delivers a perspective that is equal parts insightful, challenging, and actionable. Leaders will leave with a deeper understanding of what today's workforce expects and what tomorrow's workplace demands.

Great work does not happen by accident. It is built through intentional leadership, courageous decisions, transparent pathways, and a commitment to creating workplaces where people and organizations thrive together.