

Stephen Mills



Stephen Mills is an Advisory Board Member and Consultant for InveniasPartners. Based in Dallas, Stephen has spent the past 30 years providing leadership and human resources management for some of the top organizations in healthcare, healthcare services, manufacturing, and retail. As a proven human capital strategist, he is a trusted partner to senior executives on strategic, organizational, and talent-related issues. Currently, Stephen serves as the Chief Human Resources Officer for DECA Dental Group, the largest privately held dental company in Texas, where he leads all HR functions across five separate dental brands and more than 80 locations.

Prior to DECA Dental Group, Stephen was the System Vice President of Human Resources at Baylor Scott & White Health, one of the largest not-for-profit healthcare systems in the country. While at Baylor, Stephen spearheaded numerous HR initiatives that increased employee engagement, reduced turnover and labor costs, and ultimately helped the enterprise grow to a \$9.1 billion integrated delivery system. Stephen joined Baylor from MedSynergies, where he led human resources from 2012 to 2017. Under his guidance, the company was successfully sold to Optum which marked a chapter of tremendous growth and innovation for the organization. Earlier in his career, Stephen held HR leadership roles for Texas Instruments, Total Wines and More, Blockbuster and Hilton.

Stephen holds a Bachelor of Science in Journalism and Communications from the University of Florida. In addition, he is a Senior Professional in Human Resources (SPHR), Union Awareness/Avoidance Certified Trainer and a certified leadership trainer through Development Dimensions International