



# MICHAEL ANDERSON

## HUMAN CAPITAL CHANGE CONSULTANT

### CONTACT

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### SKILLS

- change management
- organizational transformation
- training development
- performance management
- project management
- stakeholder engagement

### LANGUAGES

- English
- Spanish
- French

### EDUCATION

MASTER OF SCIENCE IN  
ORGANIZATIONAL DEVELOPMENT -  
COLUMBIA UNIVERSITY

### ACHIEVEMENTS

- Led a change initiative that resulted in a 20% increase in employee satisfaction.
- Recognized for excellence in client service with a prestigious industry award.
- Successfully reduced turnover by 10% through targeted development programs.

### PROFILE

Accomplished Human Capital Consultant with a robust background in change management and organizational transformation. Over 8 years of experience in guiding organizations through complex transitions, ensuring alignment of human resources with strategic business objectives. Demonstrated expertise in developing customized training solutions and implementing performance management systems that enhance productivity. Recognized for fostering collaborative environments and facilitating stakeholder engagement to achieve buy-in during change initiatives.

### EXPERIENCE

#### HUMAN CAPITAL CHANGE CONSULTANT

##### Leading Consulting Group

2016 - Present

- Directed change management initiatives for Fortune 500 clients.
- Developed training programs that increased employee adaptability by 40%.
- Facilitated focus groups to gather insights on employee experience during transitions.
- Implemented performance management frameworks that improved accountability.
- Utilized project management software to track progress on change initiatives.
- Collaborated with leadership to align employee goals with organizational vision.

#### ORGANIZATIONAL DEVELOPMENT SPECIALIST

##### Visionary HR Partners

2014 - 2016

- Designed and executed organizational assessments to identify areas for improvement.
- Created comprehensive onboarding programs that reduced time to productivity.
- Implemented employee engagement surveys to measure satisfaction.
- Advised on succession planning strategies to ensure leadership continuity.
- Facilitated team-building workshops that enhanced collaboration.
- Developed metrics to assess the impact of training initiatives.