

# MICHAEL ANDERSON

HR Consultant

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Dedicated Independent Consultant with a strong focus on human resources strategy and talent management. Expertise in developing and implementing HR frameworks that support organizational goals and enhance employee engagement. Proven ability to analyze workforce trends and develop strategies that attract and retain top talent. Recognized for fostering a positive organizational culture through effective communication and employee development initiatives.

## WORK EXPERIENCE

### HR Consultant | PeopleFirst Consulting

Jan 2022 – Present

- Developed HR policies that align with organizational objectives.
- Conducted workforce assessments to identify talent gaps.
- Facilitated training programs focused on employee development.
- Implemented performance management systems to enhance accountability.
- Engaged with leadership to promote a culture of feedback and recognition.
- Prepared HR reports for executive leadership on workforce trends.

### Talent Management Consultant | Talent Solutions Group

Jul 2019 – Dec 2021

- Assisted clients in designing talent acquisition strategies.
- Developed employee engagement surveys to measure satisfaction.
- Collaborated with teams to implement succession planning initiatives.
- Analyzed data to inform talent management decisions.
- Facilitated workshops on diversity and inclusion best practices.
- Provided ongoing support to clients on HR compliance matters.

## SKILLS

human resources strategy

talent management

employee engagement

workforce analysis

performance management

labor law compliance

## EDUCATION

### Master of Human Resources Management

2015 – 2019

Cornell University

## ACHIEVEMENTS

- Increased employee retention rates by 20% through targeted initiatives.
- Recognized for implementing a successful diversity program.
- Developed a performance management framework adopted by multiple organizations.

## LANGUAGES

English

Spanish

French