

Alexander Kratz

Westminster, MD
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WORK EXPERIENCE

Senior Program Manager, HR Business Performance

Washington, D.C.

NASA | Headquarters

Sept. 2019 – Present

- Manage a high-impact HR Business Performance team, delivering strategic insights and data-driven recommendations to executive leadership for a \$160M enterprise portfolio.
- Handpicked by Agency C-Suite leadership to integrate cross-functional inputs and craft NASA's largest workforce optimization and restructuring effort in over 40 years.
- Facilitated executive off-sites to define HR strategy and deploy a novel continuous improvement process, unifying siloed offices into a cohesive enterprise organization.
- Automated Excel workflows using SQL joining large workforce and financial data.
- Created real-time Power BI and Tableau products to inform critical leadership decisions.
- Designed and launched a comprehensive HR Risk Management program – proactively mitigating key operational risks and delivering over \$20M in cumulative cost savings.

Strategic Workforce Planning Analyst

Greenbelt, MD

NASA | Goddard Space Flight Center

Aug. 2015 – Sept. 2019

- Led an award-winning team that redesigned survey analysis tools and Organizational Development (OD) practices, boosting employee engagement by 25% and cutting result turnaround from months to days.
- Conducted advanced statistical analyses and workforce modeling, delivering leadership critical insights on workforce trends, organizational dynamics, and program management.

EDUCATION

Master's – Industrial Organizational Psychology

College Park, MD

University of Maryland

Graduated Dec. 2018

Course Highlights: Business Evaluation, Consulting, Data Analytics, Organizational Design, Organizational Development, Statistics, and Survey Design

SKILLS

- **Project Management** – Portfolio Oversight, Strategy Formulation, KPIs, Risk Management, C-Suite Collaboration, Organizational Development, PMP Candidate
- **Data Analytics** – Statistics, Power BI, Tableau, SQL, SAP, Alteryx, R, Python
- **Other** – People Management, Office 365 (Word, Excel, PowerPoint, Forms), Qualtrics