

Alexander Kratz

Westminster, MD
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WORK EXPERIENCE

Senior Program Manager

Washington, D.C.

NASA | Headquarters | Business Performance Office

Sep. 2019 – Present

- Led cross-unit development of NASA's largest workforce reshaping in 40+ years, avoiding thousands of involuntary actions and \$1.5B projected savings over three years.
- Built and lead a high-impact HR Business Performance office generating \$80M in savings through streamlining processes while sustaining operational effectiveness.
- Institutionalized a continuous business review process, translating strategy into KPI-aligned plans and recurring performance and risk forums, optimizing operations across 11+ business units and serving as a model for government-wide adoption.
- Implemented a competency model to align talent with role requirements and drive strategic org. design decisions that consolidated HR business units by 40%.
- Developed an HR data lake with automated pipelines integrating HR and financial data, enabling AI-driven analytics and real-time dashboards that reduced manual reporting by 75% and equipped leadership with critical insights to support strategic decision-making.

Strategic Workforce Planning Analyst

Greenbelt, MD

NASA | Goddard | Organizational Capability Office

Aug. 2015 – Sep. 2019

- Conducted advanced workforce modeling, shaping strategic workforce plans across 13 business units and delivering insights on trends, org dynamics, and program performance.
- Created an agency-wide survey tool that improved engagement 25% and reduced survey-to-action time from months to days via faster analysis and integrated action planning.

EDUCATION

Master's – Industrial Organizational Psychology

College Park, MD

University of Maryland

Graduated Dec. 2018

Course Highlights: Business Evaluation, Consulting, Data Analytics, Data Science, Org. Design, Org. Development (OD), Statistics (SPSS/R), Survey Design

SKILLS

- **Business & Strategy** – Strategic Planning, Change Management, Project Management, KPI Development, Risk Management, Financial Oversight, Business Operations
- **Data & Analytics** – Workforce Analytics, Data Lakes, Pipeline Automation, HRIS, SAP
- **Tech Stack** - SQL, Python, R, Power BI, Tableau, Alteryx, Snowflake, HTML, CSS