

Marques Moore

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Professional Summary

Human capital leader specializing in workforce analytics, process improvement, and talent management. Skilled in driving organizational change through data visualization, actionable insights, and process optimization to align talent strategies with stakeholder goals.

Experience

Houston Independent School District, Houston, TX

June 2024—January 2025

Director of Retention

- Utilized SAP and Power BI to analyze year-over-year overtime (OT) data, identifying trends in spending, departmental overages, and individual contributions while ensuring data accuracy through pivot tables and dashboards.
- Created an Excel tracker with targeted questions, sharing it with department leaders to gather qualitative insights that identified root causes of increased OT expenditures, and presented leadership with a detailed narrative and actionable recommendations, potentially saving the district **\$2-3M** by year-end.
- Gathered and synthesized feedback from Community Advisory Committee members and town hall meetings into actionable recommendations, shaping strategies for the district's **\$4.4** billion bond initiative to enhance safety, sustainability, and learning environments.

July 2022 – July 2024

Ernst & Young Parthenon, Houston, TX

Senior Consultant

- Supported the EYP Transformation Management Office (TMO) during the restructuring of a 3-hospital health system by developing workforce reduction analyses and monitoring benefit cost savings for the supply chain and revenue cash management workstreams, achieving a **\$12M** cost reduction.
- Conducted in-depth labor data analysis to evaluate workforce distribution, assess FTE requirements for optimization, and analyze departmental overtime costs, providing actionable insights to clients for informed labor spending decisions.
- Led cross-functional project teams to drive engagement success by managing scope, timelines, and budgets, ensuring on-time and within-budget delivery. Facilitated weekly executive updates and bi-weekly governance presentations, maintaining stakeholder alignment and addressing project challenges proactively.

Johnson & Johnson, New Brunswick, NJ

May 2021 – August 2021

People Analytics Intern

- Developed and implemented a Tableau dashboard by integrating an advanced Excel model based on Workday data to analyze voluntary attrition trends across **30K** employees. The dashboard identified attrition differentials among top performers and flagged high-risk/high-performance employees, equipping leadership with data to guide retention strategies.
- Utilized predictive analytics to forecast post-pandemic attrition risks, providing actionable insights that supported strategic workforce planning and retention efforts for 2021.
- Analyzed Microsoft Outlook metadata to uncover patterns contributing to employee burnout, redundant meetings, and team inefficiencies, enabling leadership to implement targeted interventions to improve productivity and engagement.

Education

Michigan State University, Lansing, MI

Master of Business Administration

Ball State University, Muncie, IN

Master of Arts, Secondary Education | Bachelor of Science, Exercise Science

Skills

Work Force Analytics
Change Management

Data Visualization
Employee Retention

Power BI / Tableau / Visier
Business Alignment

