

Marques Moore

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Professional Summary

Human capital leader specializing in workforce analytics, process improvement, and talent management. I am skilled in driving organizational change through data visualization, delivering strategic recommendations, 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 examine 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 stakeholders with a detailed narrative and actionable recommendations, potentially saving the district \$2-3M by year-end.
- Synthesized survey feedback from the Community Advisory Committee members and townhall meetings into informed perspectives recommendations, shaping strategies for the district's \$4.4 billion bond initiative to enhance safety, sustainability, and learning environment

Earnst & Young Parthenon, Houston, TX

July 2022 – July 2024

Senior Consultant

- Supported the EYP Transformation Management Office (TMO) during the restructuring of a 3-hospital health system by developing workforce reduction assessments 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 key recommendations 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 evaluate 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, transforming data into strategic action that supported 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