

Marques G. Moore

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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. Built dashboards and pivot tables to uncover emerging patterns and provide **executive recommendations to reduce OT expenditure**.
- Designed and deployed an **Excel-based qualitative tracker** to gather insights from department leaders, pinpointing root causes of **rising OT costs**. Synthesized findings into a **data-driven strategy** that could yield **\$2-3M in potential savings** by year-end.
- Aggregated and distilled **Community Advisory Committee & town hall feedback** into **actionable recommendations** to guide a **\$4.4 billion bond initiative**, ensuring alignment with safety, sustainability, and educational goals.

Ernst & Young Parthenon, Houston, TX

July 2022 – July 2024

Senior Consultant

- Supported the **Transformation Management Office (TMO)** in the restructuring of a **3-hospital health system**, leading **competitor benchmarking, workforce reduction analyses, and cost-saving strategy development**, contributing to a **\$12M savings** across supply chain and revenue workstreams.
- Conducted **in-depth labor and financial data analysis** to optimize workforce distribution, assess FTE requirements, and mitigate **excessive OT costs**. Delivered insights that directly influenced client decision-making on labor expenditures.
- Led cross-functional teams** to execute strategic initiatives, managing scope, budgets, and deliverables. Delivered **weekly executive briefings** and **bi-weekly governance updates**, ensuring leadership alignment and proactive risk mitigation.

Johnson & Johnson, New Brunswick, NJ

May 2021 – August 2021

People Analytics Intern

- Developed and launched a **Tableau dashboard** integrating Workday data to analyze **voluntary attrition trends across 30K employees**. Identified **high-risk, high-performance employees**, equipping leadership with **retention strategies and predictive workforce insights**.
- Utilized predictive analytics** to forecast **post-pandemic attrition risks**, providing HR and business leaders with **data-backed workforce planning recommendations**.
- Analyzed **Microsoft Outlook metadata** to uncover **team inefficiencies, burnout triggers, and redundant meetings**, enabling leadership to **implement process optimizations that improved employee 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

Market & Competitive Analysis
Executive Stakeholder Engagement

Strategic Planning & Business Development
Business Process Improvement

Project Management
Data Analytics