Grant P. Michael

People & Program Strategy · Organizational Effectiveness

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PROFILE

Operator and builder with 15+ years inside high-complexity organizations — designing programs, restructuring teams, and building the operational infrastructure that makes things actually work. Consulting roots at Accenture and operations experience at BCG give me a rigorous lens for structuring problems and influencing senior stakeholders; my current role has sharpened a genuine talent for turning complex challenges into scalable processes with a people focused lens.

EXPERIENCE

Talent Director · *Boston Consulting Group (BCG)*

2021 – Present · New York, NY

- Design and lead people programs and operational infrastructure for an 800+ consultant organization across the Northeast region — including performance management cycles, career planning, and resource planning.
- Drive regional execution of BCG's semi-annual performance and promotion cycles, including performance calibration and advising 50+ Managing Directors and Partners through the process.
- Lead analysis of retention and performance rating distribution for Associate to Principal cohorts throughout the year, flagging trends and risks to leadership, helping to shape promotion, staffing, and development decisions the following cycle.
- Partner with HR leadership, Talent Acquisition, and Career Development to shape and integrate policies into the talent lifecycle, such as employee experience, workforce planning, compensation, and engagement.
- Serve as a power user and voice of the field for Workday and in-house performance tools, giving feedback on internal and consultant experiences to the global career development tools team resulting in tool and process changes.
- Lead and develop a team of 6, creating clarity of roles, coaching individuals toward growth, and building high-functioning talent and operations units.

Management Consulting Principal · *Acquis Consulting Group*

2020 – 2021 · New York, NY

- Served as program manager for a digital health startup navigating FDA De Novo classification for the first AI-based autism diagnostic device — coordinating cross-functional workstreams across a high-stakes, first-of-its-kind regulatory process.
- Supported standing up Acquis' Life Sciences Digital practice, defining capabilities, building the service offering, and establishing the operational foundation for a new business line.

Cloud Advisory Senior Manager · *Accenture*

2011 – 2020 · New York, NY

- Provided operational oversight and pipeline management for a $100M+ client portfolio at one of Accenture's largest Life Sciences accounts — accountable for resourcing, forecasting, and delivery health across multiple concurrent engagements.
- Drove $20M+ in new business annually through program scoping, contract development, and executive-level capability conversations.
- Delivered $10M–$12M in project work per year as primary program lead, with accountability for executive oversight, QA, and client relationships.

CORE COMPETENCIES

· Program Design & Operations
· Organizational Effectiveness
· Performance Development
· Stakeholder & Executive Influence
· People Development & Team Building
· Talent & Workforce Planning
· AI-Assisted Workflow & Process Design
· Portfolio & Pipeline Management
· Process Design & Scalable Systems

EDUCATION

B.S., Information Sciences & Technology · Pennsylvania State University, State College, PA