

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 internal experience at BCG give me a rigorous lens for structuring problems and influencing senior stakeholders; my current role has sharpened a genuine talent for translating ambiguity 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 development frameworks, and talent career planning.
- ▶ Serve as a trusted advisor to Managing Directors and Partners on organizational effectiveness, team design, and people strategy.
- ▶ Build and redesign core talent systems from scratch — translating ambiguous organizational needs into structured, scalable processes that stick.
- ▶ Lead and develop a team of 6, creating clarity of roles, coaching individuals toward growth, and building high-functioning talent and operations units.
- ▶ Lead BCG's Northeast summer internship program end-to-end, managing logistics, stakeholder coordination, and experience design for 300+ interns annually.

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 from the ground up, 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.
- ▶ Designed and led recruiting operations for the Northeast Infrastructure practice, building hiring pipelines and onboarding ~40 new hires per year.
- ▶ 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
- Stakeholder & Executive Influence
- AI-Assisted Workflow & Process Design
- Organizational Effectiveness
- People Development & Team Building
- Portfolio & Pipeline Management
- Business Ops Leadership
- Recruiting & Workforce Planning
- Process Design & Scalable Systems

EDUCATION

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