

D'ANDRE L. SIMPSON

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EDUCATION

Bachelor of Arts, Organizational Studies
Minor in Business Administration
University of Michigan, Ann Arbor, MI

Graduated: Dec 2019

Commercial Real Estate Certificate
University of Washington, Seattle, WA

October 2021 – May 2022

WORK EXPERIENCE

STRATEGY ANALYST

Deloitte & Touché Consulting | Seattle, WA

Feb 2020 – Present

- Bolster adoption of global shoe manufacturer's portfolio management software by developing a strategic communications strategy rollout, capturing organizational change impacts, and creating training curriculum for impacted stakeholders resulting in 1000+ employees being seamlessly onboarded to technology
- Build and manage three-year project roadmap for global shoe manufacturer's HR transformation coordinating activities across multiple workstreams to identify project dependencies and transformation outcomes enabling client to execute 98% of project activities in first six months
- Manage and lead team to create and execute talent acquisition program providing 50+ university students with insights on case interviewing and consulting leading to a 475% increase in applications YoY
- Design and develop integrated talent management strategies for consumer industrial company to diversify recruiting pipelines and create an inclusive company culture to enhance workforce experience for more 3,000 employees leading to an increase in employee satisfaction rate by 79%

BOLD INTERN

Google | San Francisco, CA

June 2019 – August 2019

- Analyzed Google's ecosystem of 750+ Research Scientists across 8 research product areas and examined 7 diversity research initiatives that aided Google executive leadership in revamping Research Scientist hiring process and research talent engagement tactics
- Coordinated & moderated talent retention initiative "Real Talk Series: I'm Here, Now What" Diversity Summit to create an inclusive environment for 150+ underrepresented Google interns increasing employee engagement by 85%

SUMMER SCHOLAR INTERN

Deloitte & Touché Consulting | Chicago, IL

Summer 2016 – 2018

- Conducted multiple 8-hour interactive client session helping 15 executive leaders improve their company's internal project alignment, corporate strategy, organizational performance, and leadership development which expedited project timeline by 85%
- Orchestrated firm wide Diversity & Inclusion initiative providing 100+ interns with the necessary tools on how to make a successful transition into corporate America as underrepresented full-time consultants resulting to a 86% intern conversion rate

LEADERSHIP DEVELOPMENT

FORMER PRESIDENT

Alpha Phi Alpha Fraternity Incorporated

April 2017 - Present

- Developed chapter program management model benchmarking initiatives with highest community impact and engagement which led the chapter to being recognized as fraternity's Michigan District and Midwestern Regional Chapter of the Year
- Designed and oversaw chapter mentorship program that hosted weekly professional workshops and fostered bi-weekly engagement between 200+ members and high school seniors resulting to a 96% college application and acceptance rate for program participants

INTAKE PRESIDENT / MEMBER

Royal Esquire Club

October 2021 – Present

- Spearheaded committee for inaugural "Feed Our Families" food drive raising \$1,000+ in donations and managing the distribution channel of 75 boxes of food to families in Seattle
- Designed dynamic and interactive club onboarding curriculum focused on intercultural development and organization execution strategies transitioning 250+ individuals to membership