

Michael A. Brogan

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STRATEGIC HR BUSINESS PARTNER | TALENT ADVISOR | CHANGE LEADER

Talent Strategy & Workforce Planning • Change Management • Employee Experience Design • Executive Advisory & Stakeholder Influence

PROFESSIONAL SUMMARY

I close the gap between what an organization needs from its people and what currently exists. That gap might be a missing talent strategy, a workforce unprepared for a technology transition, an onboarding experience that loses people before they've started, or an HR function that hasn't yet earned a seat at the table.

Operating across financial services, professional services, and life sciences — both inside organizations and as a consultant — I build the frameworks, run the change campaigns, and design the systems that turn those gaps into measurable results. I work at the intersection of people strategy and operational execution, meaning I'm as comfortable presenting a competency roadmap to a C-suite as I am configuring the HRIS workflow that makes it run.

BUSINESS IMPACT HIGHLIGHTS

Talent Strategy & Workforce Planning	Change Management	Employee Experience Design
Designed and secured executive funding for an inaugural multi-year talent roadmap and competency library at a global \$8B+ professional services firm.	Led the human capital strategy for enterprise ERP rollouts for up to 26,000 global employees; consistently achieved 90%+ adoption through stakeholder engagement and workforce readiness planning.	Redesigned enterprise onboarding using human-centered design; reduced new-hire offer-to-start attrition by 17% and increased hiring manager satisfaction by 60%.

PROFESSIONAL EXPERIENCE

Principal Consultant

Braintree Strategies · Chicago, IL

Sep 2025 – Present

Serving as an independent HR strategist, advising clients on talent ecosystem design, HR technology, and change strategy; concurrently leading the R&D and architecture of a next-generation workforce platform.

- **HR Technology Strategy:** Architecting a competency-matching platform to validate and surface workers' demonstrated skills — closing the gap between how talent is described and how organizations evaluate it.
- **Executive Advisory & Stakeholder Influence:** Advising clients on curriculum architecture, change management, and HR technology roadmaps for enterprise deployments.

Skills index: HR technology strategy · Curriculum architecture · Change management · Competency modeling · Onboarding program design

Firmwide Integration, Development & Retention Manager

Kirkland & Ellis LLP · Chicago, IL

Mar 2024 – Sep 2025

Reported to the CHRO of an \$8B+ global professional services firm; strategic HR partner to the Leadership Team, IT, Risk, and Business Development, supporting 3,500+ staff across 22 offices.

- **Talent Strategy & Workforce Planning:** Designed the firm's inaugural talent roadmap for non-attorney staff — skills gap analysis with 50+ leaders, unified competency library, multi-year curriculum roadmap.
- **Succession Planning:** Equipped 9 director-level HRBPs across US, EMEA, and APAC with frameworks and facilitation skills to lead talent review cycles — establishing a consistent, data-informed succession approach firm-wide.
- **Executive Advisory & Stakeholder Influence:** Secured multi-year budget commitment by presenting a build vs. buy framework to the executive suite — earned endorsement of the firm's first non-attorney development strategy.
- **Employee Experience Design:** Redesigned global onboarding using human-centered design — automated HRIS workflows and centralized resources, reduced offer-to-start attrition by 17%, and increased hiring manager satisfaction by 60%.
- **Change Management:** Diagnosed a leadership capability gap; built a catalog of targeted engagement interventions and drove 75% manager participation across pilot business units within six months.
- **Organizational Effectiveness & Design:** Built facilitation curriculum, coaching playbook, and peer observation rubric for 31 HR staff across 22 offices — produced a 24% improvement in new hire onboarding assessments. Separately enabled those representatives to provide strategic guidance to hiring managers on the six-month integration framework.

Skills index: Talent strategy & workforce planning · Skills gap analysis · Career framework design · Succession planning · Build vs. buy analysis · Onboarding program design · Stakeholder engagement

Senior Organizational Change Management Consultant

Aug 2021 – Jan 2024

Deloitte Consulting · Chicago, IL

Strategic Human Capital consultant advising Fortune 500 clients across healthcare, life sciences, and technology; led workforce readiness and HR transformation for global headcounts of 25,000+, managing \$3M+ budgets and teams of up to 15 across 40+ sites.

- **Change Management:** Directed communications strategy for a global pharmaceutical manufacturer's \$1.5B procurement reorganization — executive messaging, FAQ frameworks, and town halls improved employee sentiment by 17 points.
- **Learning Systems Design:** Redesigned Phase 2 training strategy for Vanderbilt University Medical Center (VUMC) Workday rollout — shifted to persona-based, just-in-time delivery via WalkMe and AI chatbot; 97% adoption and 15% faster time to proficiency.
- **Employee Experience Design:** Led a 20-person team to design a cohort onboarding experience for 140+ experienced hires — accelerated path to productivity and reduced first-year attrition by 15%.
- **HR Technology Strategy:** Deployed an AI digital adoption assistant in MS Teams — 200+ FAQs and 350+ ERP training resources reduced help-desk volume by 30%.

Skills index: Change management · Change impact assessment · Stakeholder engagement · Instructional design · Digital adoption tools · Learning systems design · Program governance

Learning & Development, Assistant Vice President

Jun 2016 – Jul 2021

Wintrust Financial Corporation · Rosemont, IL

Owned the human capital development portfolio for a \$50B+ institution during rapid, acquisition-led growth; primary talent liaison for core banking and technology units.

- **Talent Strategy & Workforce Planning:** Conducted a skills gap analysis and redesigned fragmented job architecture — standardized 100+ roles into 25 defined positions, creating data foundation for compliance automation, IT provisioning, and compensation refresh.
- **Learning Systems Design:** Implemented the organization's first enterprise LMS — HRIS API integration eliminated non-applicable training assignments, cut compliance administration by 80%, and reclaimed 25,000 annual labor hours.
- **Change Management:** Directed training and change management strategy for a 17-system technology consolidation — ensured workforce readiness across all impacted business units.
- **Program Design:** Designed a repeatable acquisition integration program across five bank acquisitions in three years — trained acquired staff on systems, policies, and operational standards.
- **Organizational Effectiveness & Design:** Facilitated alignment sessions with 25+ executives across Compliance, Risk, IT, and HR — established a unified job family framework and mitigated severe audit exposure.
- **Employee Experience Design:** Converted live leadership and rotational programs to virtual delivery — increased reach by 40% and 15% while reducing overhead.

Skills index: Job architecture design · LMS strategy & administration · Systems integration · Competency modeling · Change management · Program governance · Program design

FOUNDATIONAL EXPERIENCE

- **Byline Bank** | Strategic Initiatives & L&D | Chicago, IL | 2006 – 2016
- **Andersonville Chamber of Commerce** | Board Vice President & Treasurer | Chicago, IL | 2007 – 2013
- **Raining Cats & Dogs** | Business Owner & Operator | Homer Glen, IL | 2008 – 2015

EDUCATION, CERTIFICATIONS & TECHNOLOGY

- **Education:** MBA, Specialization in Entrepreneurship & Strategic Innovation — University of Illinois, Urbana, IL | BA, Mass Communications — Columbia College Chicago, IL
- **Enterprise Platforms:** Workday · SAP · Oracle · PeopleSoft · Kronos · Salesforce · ServiceNow
- **Learning & Digital Adoption:** Articulate 360 · WalkMe · WhatFix · Cornerstone · Workday Learning
- **Change & Project Management:** Prosci ADKAR · Agile · Jira · Asana · Smartsheet
- **Employee Diagnostics & Insights:** Qualtrics · Culture Amp · SurveyMonkey Enterprise