

Overview: Product and data leader with 9+ years of experience defining, designing and delivering enterprise analytics products that transform complex data into intuitive, decision-ready experiences. Combines product strategy, data architecture, UX, behavioral science and responsible, AI-enabled innovation to build scalable self-service platforms that improve adoption, clarity and decision quality. Experienced translating ambiguous business needs into product vision, roadmaps and requirements, partnering across technical and business teams, and delivering high-impact data products for senior leaders.

PRODUCT/TECHNICAL EXPERTISE Product Strategy Human-Centered Design Decision Intelligence Data Products UI/UX Design AI-Enabled Innovation Executive Storytelling Power BI & Figma Python/SQL	EXPERIENCE Paylocity- Remote Lead, People Analytics April 2024 – Present - Lead the strategy, design and delivery of enterprise data products that enable leaders to interpret complex information and make faster, more informed decisions. - Own the end-to-end product lifecycle for analytics solutions, from user discovery and problem definition through requirements, experience design, development partnership, launch and continuous improvement. - Define product direction across performance, compensation, job architecture, employee voice and talent intelligence, translating business needs into scalable product requirements and decision experiences. - Lead product strategy and experience design for an enterprise Copilot intelligence solution, transforming complex usage data into actionable insights for organizational leaders and defining requirements across usability, governance, accessibility and adoption measurement. - Developed an interactive job architecture product supporting the realignment of 1,000+ roles through dynamic career-path visualization and leader-facing workforce planning insights. - Designed and launched a self-service talent intelligence product that transformed the executive talent-review experience by replacing fragmented reporting with a more intuitive, decision-oriented workflow. - Built and scaled a self-service analytics enablement model for Compensation stakeholders, integrating governance, training and intuitive product design to improve independent access and interpretation. - Partner with senior leaders, analysts and technical stakeholders to prioritize opportunities, evaluate tradeoffs and balance user needs, technical feasibility and strategic outcomes. Cox Media Group - Atlanta, GA HR Analytics & Data Manager April 2023 – April 2024 - Led analytics strategy, data-product delivery and reporting infrastructure across human capital, financial, workforce and business-performance priorities. - Defined and delivered scalable data infrastructure that improved reporting efficiency, strengthened data integrity and enabled more consistent executive decision support. - Built multi-source executive intelligence products and presentation frameworks used to communicate business and workforce trends to executives, investors and the board of directors. - Established ETL standards and vendor-data transmission processes, improving data accuracy by 40% and reducing downstream reporting risk. - Partnered with business leaders to identify emerging trends, investigate performance and retention drivers, and translate findings into data-informed actions. - Expanded the value and usability of existing analytics platforms without additional technology investment, improving scalability and business adoption. Senior Analyst, HR Analytics & Operations February 2021 – March 2023 - Developed the strategy and roadmap for expanding enterprise analytics and self-service reporting capabilities. - Led cross-functional projects that improved source-data quality, governance, and downstream reporting reliability. - Translated stakeholder needs into reporting requirements, metrics, dashboards, and decision-support tools. - Designed analytics products that surfaced emerging trends and guided leader action. - Engineered repeatable data-cleansing and standardization workflows to improve reporting consistency and scalability. - Developed enablement resources that strengthened data literacy and stakeholder confidence in self-service tools. PulteGroup, Inc. - Atlanta, GA Senior Compensation Analyst January 2020 – January 2021 - Designed the organization’s first suite of workforce analytics products, giving leaders a more consistent view of employee trends, risks and emerging priorities. - Developed analytics-driven solutions supporting workforce equity, inclusion and talent decision-making.
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CERTIFICATIONS

Business Leadership

Team Leadership

Self-Leadership

McKinsey & Company

DAT269x–Data Analytics

DAT286x–Math for Data Analytics

DAT101x–Intro Data Science

DAT208x–Python Data Science

Microsoft

| EDUCATION Master of Science, Analytics Georgia Institute of Technology Bachelor of Arts, Psychology Wake Forest University | |

- Analyzed attrition and retention risk and translated findings into actionable recommendations for business and HR leaders.
- Led data-compliance and audit improvements that reduced instances of noncompliance by 85%.
- Partnered across internal and external teams to transform complex compensation and workforce data into clear recommendations for decision-makers.
- Led compensation analytics and data-management activities for enterprise initiatives and special projects.

Compensation Analyst

June 2018 – December 2019

- Built dashboards/analytical models evaluating compensation competitiveness, pay equity and financial impact.
- Used internal and external market data to price more than 200 new and existing roles.
- Analyzed labor-market, incentive and equity trends to support senior-leader compensation decisions.
- Consulted with HR and business partners to develop a total rewards strategy, leveraging historical analyses year-over-year

Eversheds Sutherland (US) LLP – Atlanta, GA

Human Resources Generalist & Analytics

June 2016 – May 2018

- Extracted and analyzed large datasets into palatable insights which drove key executive decisions
- Conducted research, gathered data and disseminated monthly and quarterly HR financial reports
- Analyzed and reconciled the department budget with G/L code allocations, reducing errors by 63%
- Implemented, troubleshooted and maintained the HRIS system to ensure data integrity
- Managed the employee onboarding process and increased new hire satisfaction by 60%