



Michael G. Kennedy, Jr.

Talent Management & Organizational Effectiveness | People Operations | Workforce Planning
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TALENT STRATEGY · ORGANIZATIONAL EFFECTIVENESS · PEOPLE OPERATIONS
ORGANIZATIONAL DESIGN · AI-POWERED WORKFORCE SYSTEMS

"Mike was exactly the kind of cross-functional partner you hope for. He kept things moving even when timelines were tight, cleared roadblocks before they turned into real issues, and made it easy for leaders to stay on track."

— Vice President, \$20B Enterprise

The reason most talent strategies stall isn't the strategy. It's that nobody built the systems to execute it. Michael Kennedy builds those systems. He aligns organizational structure to talent strategy, builds the operating infrastructure to drive it, and develops the leaders to run it. In the Navy, he redesigned reporting lines across 13 departments, rebuilt misaligned workflows after federal inspections, and ran talent pipelines for 5,300 people distributed across five continents. At a \$20B enterprise, he modernized the listening architecture, built executive calibration and succession governance, and deployed AI-enabled manager tools, all in seven months. Most leaders specialize in one of these areas. Michael operates fluently across four: talent strategy, organizational design, organizational effectiveness, and people operations. He builds the system, develops the leaders who run it, and makes sure both move at the speed the business demands.

WHAT I BUILD

- ⇒ **Organizational Design & Effectiveness** Design how the organization is built: reporting lines, decision flow, operating model. Built the people operating model for a 1,600-employee, 250-site enterprise from scratch.
- ⇒ **Talent Management & Succession** Calibration systems, succession governance, talent reviews. Facilitated 22 MD/SVP calibrations. Led succession planning for 500 personnel; 30% increase in leadership promotions.
- ⇒ **People Operations & Manager Enablement** Governance frameworks, manager toolkits, workflow automation. Built AI-powered manager support systems that cut HR dependency and improved response time on talent decisions.
- ⇒ **AI-Enabled Tools & Workforce Analytics** AI-driven skills analysis for career pathways across 5 sites (1,000+ people). Workforce analytics dashboards surfacing attrition risk, ER hotspots, and program gaps in one view.

CAREER IMPACT

- ✓ Reduced new-hire attrition 12% through retention engineering applied to onboarding and early employee experience at enterprise scale.
- ✓ Deployed closed-loop Voice of Employee system with lifecycle benchmarks and insight-to-action workflows across onboarding, pulse, and exit.
- ✓ Oversaw 30-intern pipeline connecting university recruiting to career development.
- ✓ Planned multinational exercises with 23 partner nations and 12,500+ personnel, aligning competing institutional priorities across cultural complexity.

CAREER SNAPSHOT

Current: Targeting Director/VP roles
Scope: Up to 5,300 personnel globally
Sites: 250+ across distributed ops
Budget: \$100M+ (military)
Clearance: TS/SCI (Active)
Location: Chesapeake, VA
Mobility: On-site, hybrid, or remote

EDUCATION & CREDENTIALS

- **M.A., Executive Leadership**
Liberty University, 2024
- **B.S., Sports & Health Sciences**
American Military University, 2012
- AI in HR (AI CERTs)
- Google Data Analytics | Google Project Mgmt.
- ICP-LEA, Leading with Agility
- Advanced Leadership Coach | RBLP-T
- DISC & Four Lenses Consultant

OPERATING PHILOSOPHY

"I find where friction lives in people systems and build the fix: governance, automation, AI analytics, practical tools. I measure what works and adjust."

BEYOND WORK

- SHRM, National & Hampton Roads
- Youth Sports Mental Health & Wellness (YSWA.org)
- CPS School Health Advisory Board Member
- SEFOA, Director of Training
- Battlefields to Ballfields, Regional Director

CAREER TIMELINE

2004 – 2024

U.S. Navy

Senior Talent Mgmt, Ops & Workforce Leader. Up to 5,300 personnel, 5 continents, \$100M+ budgets.

2022 – 2025

3C's Leadership Solutions

Principal Consultant. Executive coaching, behavioral assessments, leadership programs across sectors.

2025 – 2026

Harbor Group Mgmt Co.

Director, People Experience. Built talent mgmt infrastructure for \$20B enterprise, 1,600 employees.

What's Next

Your Organization?

Ready to build your talent management, org effectiveness, and workforce systems. Let's talk.

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TS/SCI | On-Site, Hybrid, Remote