

DANNY REHR, MBA

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ORGANIZATION DEVELOPMENT AND BUSINESS STRATEGIST

Strategic planning, business coach and advisor for cross-functional teams and small- to medium-size businesses. Values are integrity, humility, the employees/people, conscientiousness, and quality. Demonstrated ability to earn trust, inspire others, and be empathetic to support promise and potential.

Competencies: Strategy • Creative Problem-Solving • Writing • Multi-Industry & Business Analysis • Relationship-Building • Continuous Improvement • Corporate Communications • Research • Process Development

PROFESSIONAL EXPERIENCE

AMAZON.com, INC.

2020–PRESENT

PROGRAM, OPERATIONS ANALYST

- SME; trained new-hires, 100s of on-boarded employees and senior-level managers.
- Co-created 3 solutions to leadership's top priorities (employee morale, commitment, efficiency):
 - Employee Engagement program.
 - Community Engagement program.
 - Documented best-practices.
- Mentored management-track supervisors, entry-level employees.
- Analyzed organizational structure and organizational behavior; recommended operational efficiency measures to leadership for potential 20% increase in KPIs.
- Supported establishment of new risk management, lessons learned, organizational maturity modeling, charters, and communication channels to lay foundation of organizational development.
- Served at-risk to 100,000s of customers during COVID as an essential employee.

REHR CONSULTING

2018–2019

OWNER, INDEPENDENT CONSULTANT

Mission: *Create alignment between personal ambition and small business owner strategy.*

- Analyzed operations, internal communication, leadership, overall business direction for small businesses valued between \$200,000 and \$5M.
 - Assessed an organization's structure and culture to help define strengths and weaknesses in overall operations, financial oversight, project teamwork, and department-to-department interoperability.
 - Selected as a process development SME / subconsultant to support a project management software implementation, and a proposed scale-out of operations across geographies.
 - Conducted market analyses for various businesses to better understand their competition, external threats, market trends, and opportunities to take advantage of unique value propositions.
 - Reviewed vendor-specific accounts payable data and translated into operations recommendations from which data-driven decisions could be made.
 - Defined scalability of a business within its larger enterprise structure to describe how to standardize operations, improve business systems / communications, and establish reporting for accountability.
 - Built a leadership development plan for a young manager to transition more effectively to his first managerial role overseeing a team of staffers.
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UNIVERSITY OF PORTLAND

2016-2017

MASTER OF BUSINESS ADMINISTRATION – MBA; STRATEGY CONCENTRATION

- Studies included coursework in:
 - Strategic Management: Issues & Applications • Strategic Management of Technology & Innovation • Leadership & Higher-Level Management • Innovation for Sustainability.
- Strategy projects:
 - Capstone: Defended forward vertical integration for a regional-level microbrewery business to progressively scale based on analyses of 7 viable strategies.
 - Corporate: Presented research on emerging technology and its potential impact to the Daimler Trucks North America’s corporate Innovation Team. Findings provided to CEO.

PARSONS CORPORATION

2011–2015

BUSINESS PROCESS IMPROVEMENT DEVELOPER

- Co-managed continuous improvement programs to develop all-new Risk Management (identify, mitigate) and Lessons Learned (root cause analysis) processes for a facilities management client.
- Supported risk identification and best-practice activities to bring projects to completion on time, and under budget.
- Led affinity mapping exercises with implementation team and stakeholders to update ‘as is’ processes to become ‘to be’ processes.
- Developed Standard Operating Procedures (SOPs) to streamline operations, expectations for tactical roles and responsibilities, and steadfast awareness for safety protocols.
- Streamlined internal talent acquisition process to align with our client’s policies.

LIFE TIME FITNESS, INC.

2009–2011

FRONT-LINE SUPERVISOR

- Supervised food service environment with a staff of 30 with monthly revenue of \$100,000.
- Trained staff in food safety, customer service and the consumable component of healthful living.
- Administered twice-weekly inventorying and procurement of all fresh and frozen food products.

MICROS SYSTEMS, INC.

2007–2008

SYSTEMS IMPLEMENTATION LEAD

- Implemented point-of-sale (POS) systems in Marriott International and Ritz-Carlton Hotels.
- Served as on-site technical project manager to implement hardware and software
- Managed technical and training staff.
- SME in operations, systems and network configurations and training.
- Instructed thousands of hotel executives, managers and staff members in revenue-generating operations.

EDUCATION

UNIVERSITY OF PORTLAND

MASTER OF BUSINESS ADMINISTRATION – MBA; STRATEGY CONCENTRATION

TOWSON UNIVERSITY

MASS COMMUNICATION – B.S.