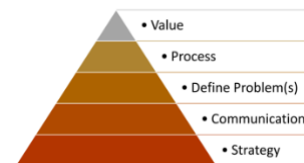


# DANNY REHR, MBA

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## ORGANIZATION DEVELOPMENT AND BUSINESS ANALYST

“People are their company.” – Adam Grant, The Wharton School, 2021

Strategy-focused evaluator of organization design, its alignment, underlying systems, and processes. Holistic thinker. Data. Writing. Collaboration. Leadership. Efficiency. Creativity.

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## PROFESSIONAL EXPERIENCE

### **Danny Rehr's Blog**

MAY 2022–PRESENT

#### **BLOGGER, PODCASTER**

*Making sense of the workplace and improving others' careers.*



- Explore fundamental business concepts.
- Thought leadership, research-backed expositions, business graphics/visuals.

### **AMAZON LOGISTICS PROGRAM, OPERATIONS ANALYST**

2020–PRESENT

- Analyses of organizational structure and organizational behavior's impact on operations, processes and procedures:
  - Recommendations for efficiency gains.
  - Documentation, process mapping, other business graphics.
- Program development:
  - Employee (lifecycle) engagement.
  - Community partnerships, engagement.
  - Supporting establishment of risk management, lessons learned, maturity modeling.
- Training 100s of new-hires, staffers, and senior-level managers.
- Mentor/Coach 40+ employees' career development (entry- to senior-level).

### **REHR CONSULTING OWNER, INDEPENDENT CONSULTANT**

2018–2019

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

- Offered transformation services to augment existing business models; analyzed operations, internal communication, leadership, overall business direction and processes.
  1. Operations recommendations.
  2. Continuous improvement.
  3. Market analyses.
- Focused on small businesses valued between \$200,000 and \$5M.
- Established local [mastermind collaborative](#) to support small business strategy.
- Requested speaker (strategy) throughout the Portland, OR-metropolitan area.

**REALWEAR, INC.** 2018  
**BUSINESS ANALYST**

- Developed processes to be incorporated into ERP system (NetSuite).
- Supported day-to-day operations for Accounting Department.

**UNIVERSITY OF PORTLAND** 2016-2017  
**MBA CANDIDATE (graduated) – STRATEGY CONCENTRATION**

- Full-time student; volunteered in the local business, entrepreneurial and technology communities by coordinating events, supporting area nonprofits.

**PARSONS CORPORATION** 2011–2015  
**BUSINESS PROCESS IMPROVEMENT DEVELOPER**

- Co-managed continuous improvement programs for a large facilities management client.
- Recommendations to Senior-level management.
- Developed Risk Management and Lessons Learned processes to help bring construction projects to completion on time, and under budget.
- Led cross-functional affinity mapping exercises (gap analysis, 'as is' to 'to be').
- Developed Standard Operating Procedures (SOPs).
- Established, maintained reporting materials, corporate communications.

**LIFE TIME FITNESS, INC.** 2009–2011  
**FRONT-LINE SUPERVISOR**

- Acting Assistant Manager during times of leadership turnover.
- Supervised food service staff of 30.
- Administered inventorying and procurement processes for 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.
  - Operations consulting for best-practices, configuring backend system.
  - Managed on-site technical and training staff.
  - Led hand-on workshops, training for 1,000s of hotel executives, managers, and staff members.

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**EDUCATION**

**UNIVERSITY OF PORTLAND**  
**MASTER OF BUSINESS ADMINISTRATION – STRATEGY CONCENTRATION**

**TOWSON UNIVERSITY**  
**MASS COMMUNICATION – B.S.**