

Michael Saunders

Senior Consultant

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Professional summary

Senior consultant with over a decade of experience delivering data, systems and process change across defence, pharma, fintech and financial services. Specialises in SAP data migration, system rationalisation and operational improvement in regulated environments.

Work to date has delivered more than £3m in verified savings and cost avoidance, a 46% increase in candidate-to-hire conversion and a 96% reduction in process lead time. Lean Six Sigma Black Belt who works across business and technical teams to turn unclear problems into practical delivery.

Core capabilities

SAP data migration, data quality and governance, system rationalisation, process redesign, operational excellence, business analysis, stakeholder management, Lean Six Sigma, Power BI, SQL, Python, Power Platform, Azure

Professional experience

Senior Consultant, Data & Solutions

Jun 2023 to Present

Randstad Enterprise | Defence sector client | Classified environment

Leading the rationalisation of a 12-platform legacy estate in a classified defence environment. Maps data flows across technology and operational teams, defines the consolidation approach and manages director-level stakeholders. The work is reducing integration complexity, improving data quality and preparing the estate for future automation and AI capability.

Key Achievement: System rationalisation programme

Led the consolidation of 12 fragmented internal platforms for a strategic defence client. Produced the architecture roadmap, improved data quality and reduced integration overhead while maintaining sustained engagement with senior leaders in a highly regulated environment.

Senior Consultant, Transformation and Change

Sep 2022 to Jun 2023

Randstad UK | Barclays UK

Delivered more than three concurrent transformation workstreams across process redesign, automation and analytics. Worked with leaders, analysts and graduate teams to apply Lean Six Sigma methods to live operational problems and leave teams able to sustain the changes after the programme closed.

Key Achievement: Global onboarding transformation

Redesigned a candidate onboarding process handling more than 60,000 applicants each year. The new process increased candidate-to-hire conversion by 46% and became the operating benchmark adopted across the business.

BI and Operational Excellence Lead

Feb 2022 to Sep 2022

Target Group

Led a 12-person team delivering more than eight operational improvement programmes across the business. Built a firm-wide operational excellence framework supported by live Power BI reporting, giving delivery teams a consistent way to identify problems, measure change and manage benefits.

Key Achievement: Internal Kaizen programme

Created Target Group's first internal Kaizen programme and coached six analysts through Lean Six Sigma Green and Black Belt certification while they delivered live improvement projects. Project delivery times fell by 30%, data accuracy improved and the framework was adopted globally.

Senior Continuous Improvement Analyst

Mar 2020 to Feb 2022

Target Group

Led a six-person analytics team working on automation and process improvement across several client accounts. Produced more than 20 process maps, user stories and technical requirements, giving delivery teams a clear basis for system and workflow changes.

Key Achievement: Shawbrook Bank asset recovery transformation

Redesigned Shawbrook Bank's asset recovery operation through workflow changes, automation and better data controls. The programme delivered £800k in cost avoidance over two years and established a scalable operating model for the recovery function.

Data Privacy Lead

Mar 2019 to Mar 2020

Target Group

Analysed consumer and regulatory complaints to identify recurring causes and convert findings into process and system changes. Built Power BI, SSRS and SSIS reporting used by senior decision makers to direct automation work and monitor delivery.

Key Achievement: GE Aerospace process automation

Built an end-to-end automation solution that cut transaction time from 10 minutes to 25 seconds, a 96% reduction. The change delivered £2.3m in verified savings over five years and removed most processing errors.

Data Privacy Specialist

Jun 2016 to Mar 2019

Target Group

Supported Target Group's GDPR programme across its client portfolio. Completed data handling assessments, regulatory due diligence and audit-ready documentation so client teams were prepared for the May 2018 enforcement deadline.

Certification

Lean Six Sigma Black Belt
Project Management Institute

2021