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Scott McGregor, 32, Madison Heights

Consultant for organizational effectiveness and adaptive analytics, Kelly Services Inc., Troy

By CHAD HALCOM  

Scott McGregor

Diversification might be an understatement for what Scott McGregor has been doing the past four years.

After his seventh academic year working for **Huron Valley Public Schools** in Oakland County, he didn't really see his high school math teacher job as a long-term prospect. So he looked to **Oakland University** for a second graduate degree, this time a masters in business administration — but he also started taking real estate classes and spent about a year as an agent.

His MBA focus changed over time, from finance to human resources and big data.

"I still wanted to utilize my mathematics background, so I started out with more of a finance focus. But as I moved through the program, data analytics was really just coming along," he said.

"I had taught an AP statistics course, but I started to get really interested in that and moved in that direction."

He hasn't left behind education completely, however, and coaches varsity baseball at **Lakeview High School** in St. Clair Shores. More than halfway through his degree program, he also found an internship at Troy-based **Kelly Services Inc.** in the fall of 2013.

That was supposed to last a year, but by early 2014 he'd advanced to a full-time position in the organizational effectiveness. His latest job title is consultant for organizational effectiveness and adaptive analytics.

That involves focusing on performance management data for Kelly corporate employees, looking at five-year and 10-year progress and outcomes for people hired with certain traits, spotting connections and helping to guide future hires and professional development.

The performance data also allows him to study trends like turnover of employees, to help form new corporate strategies. Maybe ironically, his own outcome doesn't much resemble what he envisioned in seeking an OU degree.

"This kind of fell into my lap, and I've loved it for two and a half years," he said. "And I'm excited to see what's coming, within my organization and within data analytics."

Piece of advice: Business degree courses will involve plenty of collaborating in teams, which was familiar for him as an educator but can be an adjustment for some.

"Don't go in expecting certain things of people — have an open mind. Your peers can sometimes teach you more than your coursework can."

Education

Recent program: MBA in human resources, Oakland University, 2014

Previous degree: In education with specialty in mathematics, University of Michigan, 2005, and education administration, Eastern Michigan University, in 2010