Access to Experts

Donyel McAndrew , Senior Manager, Enterprise Learning , Merck

Donyel S. McAndrew is a Senior Manager in Enterprise Learning at Merck responsible for Operations and Portfolio Management. In this role, she is the Project Manager for the Emerging Leaders Program.

Donyel joined Merck in 2005 as a Sr. HRBP in Merck Research Labs (MRL) supporting the Basic Research organization. While an HRBP, she designed a Global Leadership Development Program for director-level PhD key talent employees.

In 2008, Donyel moved into Talent Management and managed the Executive Coaching and Executive Integration Programs. In order to reduce the cost of coaching at Merck, as well as achieve consistent coaching services, she led an effort to streamline Coaching across the organization. The outcome was to have a preferred Coaching partner(s) with global capability, a consistent coaching process and experienced coaches who could immerse themselves in understanding our business, culture and leadership capabilities/needs at Merck. The Executive Coaching and Integration Programs are widely used to support the integration of new leaders and development of key talent at Merck.

In 2009/2010, Donyel participated on the Talent Management Integration core team during the Merck Schering-Plough merger. The team was responsible for analyzing and harmonizing key talent management processes such as Performance Management and Succession Planning.

Post merger, Donyel became a Talent Consultant aligned to the Merck Research Labs; she provided consultative support pulling through and executing Talent Management programs including Workforce Planning, Career Paths, Talent Reviews and Succession Planning. As part of this role, Donyel worked under the guidance of the Chief Diversity and Inclusion Officer at Merck to design and develop the first cross-divisional Mentoring Program for key Succession Planning talent.

Donyel began her career as a HRBP for Lucent Technologies and Agere Systems. Prior to these roles she was a Compensation and Benefits Analyst with The PMA Insurance Group.

Donyel earned her B.S. degree from King's College in Human Resources and Psychology, and her MBA from Moravian College Graduate School of Management inPennsylvania.

Donyel is active in her community where she is a board member of the Lehigh Valley Junior League and volunteers with multiple organizations in her community such as Girls on the Run and Strong Moms Strong Girls. She is also a member of the Healthcare Businesswomen's Association.

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