



## ANDREA ARCHER

Director  
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[VCARD](#) | [LINKEDIN](#)

With over 25 years of strategic HR leadership experience, Andrea helps organizations align their human capital strategies with business goals to drive sustainable growth and performance. Her expertise in building inclusive cultures, strengthening leadership capabilities, and designing high-impact HR solutions ensures that clients receive tailored, actionable support to meet their unique challenges and opportunities.

Andrea has successfully led human resources strategy for global enterprises as well as mid-sized organizations across multiple industries. Her experience includes building HR infrastructure, driving enterprise-wide diversity and inclusion initiatives, navigating complex organizational change, and advising executive teams on workforce planning, leadership development, and culture transformation.

### FUNCTION & SPECIALIZATION

- Strategic HR leadership
- Talent management and succession planning
- Diversity, equity and inclusion strategy
- Organizational development, leadership development, and change management
- Employee relations and labor relations
- Employee engagement and culture building

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Altria (Philip Morris USA, John Middleton Company)
- Infineon Technologies
- Asea Brown Boveri (ABB)
- Massimo Zanetti Beverage USA

### EDUCATION, LICENSES & CERTIFICATIONS

- MBA (Marketing) Clark Atlanta University
- BS (Business) Wayne State University
- SHRM - SCP

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- First Tee Greater Richmond (former board member)
- Higher Achievement Richmond (former chair and board member)
- Lead Virginia (former board member)
- New Schools of Virginia (current board member)
- Delta Sigma Theta, Inc.