

EXECUTIVE SUMMARY

A **global talent management and workforce development leader** with 25 years of experience in the technology and IT services industries. An innovative, holistic, and effective HR leader who specializes in managing complex global programs, designing talent solutions, and working across functions and geographies.

FUNCTIONAL EXPERTISE

- **Designing and Managing Global HR Programs**
- **Facilitating, Coaching, and Career Planning**
- **Developing Workforce Capabilities**
- **Strategic Planning and Internal Consulting**
- **Recruiting, Hiring, and HR Operations**
- **Integrating Science and Human Development**

FUNCTIONAL EXPERTISE DEMONSTRATED

[EAZL](#) January 2001 – Present

The publicly-traded (NYSE: [EAZL](#)) multinational technology company with ~\$200bn in annual revenues and ~500,000 employees in working in 190 countries around the world.

Global Program Manager – GM and HR Leadership Development Programs (June 2011 – Present)

Leads Eazl's Global General Manager and Human Resources Leadership Development programs.

- **Designing and Managing Global HR Programs:** Leads Eazl's Global General Manager and HR Leadership Development programs which collectively enroll ~100 high-potential Eazl clients. Oversees recruiting, logistics, compensation, program metrics management, and program expansion from a US-centered model to a global model that includes sourcing from and rotations to China, Europe, India, Latin America, and the Middle East.
- **Facilitating, Coaching, and Career Planning:** Leads ~12-15 one-on-ones with future leaders weekly to scope, plan, and track career pathways while supporting human issues related to relocations, stress management, and cross-cultural integrations and aligns talent capabilities with Eazl business needs and strategic plans.
- **Integrating Science and Human Development:** Pilots applications of emerging scientific discoveries (e.g. mindfulness, neuroscience, etc.) within Eazl HR programs. E.g. Leads the implementation of a coordinative exercise program to [increase cognitive performance](#) and employee engagement at Eazl's Austin campus.

Workforce Partner – Eazl Global Learning Services North America (January 2008 – May 2011)

Delivered talent, learning, and diversity solutions for Eazl Global Learning Services North America.

- **Strategic Planning and Internal Consulting:** Coordinated the business unit's strategic planning program on a bi-annual basis, facilitating collaborations between business leaders, FP&A teams, and technology partners to source data, propose, refine, and prioritize initiatives, and align stakeholders across the business unit.
- **Recruiting, Hiring, and HR Operations:** Led HR initiatives (e.g. recruiting programs, learning programs, internal hiring, acquisitions) to align the business unit's ~30,000 member workforce with strategic objectives. E.g. implemented a learning program for ~10,000 technicians that increased targeted capacities by ~20-50%.

Learning Partner (January 2001 – December 2007)

Managed a portfolio of learning initiatives for Eazl Global Learning Services North America.

- **Strategic Planning and Internal Consulting:** Oversaw ~30 internal human capital and performance improvement initiatives simultaneously and developed Eazl Global Technology Services North America's worldwide learning strategy that was later replicated across all Eazl businesses and geographies.

- **Developing Workforce Capabilities:** Managed education portfolios for sales, leadership, and technical functions (e.g. development/sourcing, maintenance, and evaluation of 300+ courses) and a ~\$30mm learning budget, successfully returning an average skill level increase of 47% through managed learning programs.

PREVIOUS ROLES:

Consultant – Eazl Talent Resources Agency (May 1992 – December 2000)

EDUCATION AND PROFESSIONAL DEVELOPMENT

Bachelor of Arts (Business Administration). [Eazl University](#) (San Francisco, CA)

Certificate in Online Teaching and Learning. [Eazl State University](#) (Healdsburg, CA)

OTHER RELEVANT INFORMATION

Volunteerism: *Habitat for Humanity* — Project Team Leader (2008). Led Habitat for Humanity’s effort to rebuild ~100 homes and structures in Sonoma County following widespread damage from Hurricane Palmer. Led volunteer recruitment and assignment, solicited in-kind donations from Eazl and other organizations, and led the center, recruiting, performing basic IT work, and coordinating with EazlCares.