

HUMAN RESOURCES EXECUTIVE

Progressive leader with a 15+ year track record of leading HR teams, building high performing cultures, and designing innovative organization development practices. Honest, transparent, and inclusive leadership style that is able to respond effectively to the ebbs and flows of rapidly evolving organizations. Start-up Experience. Expert at leading organizations through complex change.

- ✓ Executive Hiring and Coaching
- ✓ Organization Development
- ✓ Cultural Integration & Assimilation
- ✓ Employee Engagement
- ✓ Performance Reporting & Analytics
- ✓ Process and Systems Design
- ✓ Change Management
- ✓ Internal Operations
- ✓ Learning & Development

PROFESSIONAL EXPERIENCE

KAP Coaching and Consulting, LLC | Austin, TX | 2016 - current

Independently owned executive coaching and organization development consulting company.

ORGANIZATION DEVELOPMENT CONSULTANT & EXECUTIVE COACH

Consulting and coaching practice focused on the design and implementation of building high performing organizations.

- Led the redesign of a global high-tech Marketing organization strategy and executive structure.
- Identified core business processes for improvements and set up systems to empower subject matter experts to drive greater efficiencies.
- Leading the analysis and design of a global career and competency architecture.
- Defined the core organization values and currently embedding into current employee touch points as well as implementing new forums and processes to reinforce the cultural values.
- Provide executive coaching services working with 1-3 clients at any given time across a diverse array of industries.

Music Firsthand & ATX Music Crawl | Austin, TX | 2016 - Current

Start-up business. Media and Technology platform that matches musicians with businesses for live performances.

FOUNDER AND CEO

Initiated the launch of a new media company involving live music booking, a live streaming vodcast, and local music tours.

- Secured initial seed-stage funding and an Advisory Board of industry leaders.
- Designed and launched a live music booking app on Android and iOS.
- Leading the marketing and sales plan driving continuous social media traction, paying customers, and sponsorships.
- Created and currently producing the popular weekly live streaming show 'Comedians Interviewing Musicians'.
- Designed and launched a profitable touring service to better connect fans with local live music.

Advanced Micro Devices (AMD), Inc. | Austin, TX | 2013 - 2015

Public semiconductor company. Revenue: \$4.2B; Employees: 9,000+; NASDAQ: AMD

VICE PRESIDENT, BUSINESS PARTNER HUMAN RESOURCES

Sourced based on deep operational and HR experience to drive HR leadership for 5 distinct business units and align the culture and people strategy. Managed all areas of HR including compensation programs, talent acquisition, learning and development and workforce planning. Supported 3 C-level executives and 5,000+ employees across Global Operations, business units and centralized engineering organizations representing \$2B+ in revenue. Led team of 7 HR employees. Reported to the CHRO.

- Redesigned multiple business structures and reduced labor costs by >20% through a shift to low-cost geos, simplification of management layers, and removing duplication while at the same time improving attrition below prior levels.
- Implemented rigorous workforce analytics and introduced the HR scorecard that drove improvements in quality succession plans at all executive levels, talent acquisition service delivery, learning and development, and engagement.
- Led 2 divestiture activities; closed a business unit impacting 70 employees and separately the Israel site impacting 85 engineering employees; partnered with legal and finance to manage complex legalities and reduce significant costs.
- Designed and implemented the HR Academy to improve the development process and skills of HR employees.

iHeartMedia, Inc. / Clear Channel Media & Entertainment | Austin, TX | 2011 - 2013

Public, mass media company specializing in radio and billboard broadcasting. Revenue: \$6.3B; Employees: 20,800; OTCQB: IHRT

SENIOR VICE PRESIDENT OF STRATEGIC PLANNING & EMPLOYEE COMMUNICATIONS

INTERIM CHIEF OF STAFF TO THE CEO

Supported the radio side of the business with 5,000 employees.

- Facilitated internal projects, designed and led the executive management operating system, and managed employee communications.

- Served as Chief of Staff during a 9-month rotation; Traveled with the CEO managing the daily schedules, coordinating internal operations, and partnering closely with the executive team to deliver national initiatives.
- Served as organizational development advisor and consultant to Market Presidents.

Cisco Systems, Inc. | San Jose, CA | 2008-2011

Public technology company. Revenue: \$47B; Employees: 70,000+; NASDAQ: CSCO

DIRECTOR, MARKETING OPERATIONS AND ORGANIZATION DEVELOPMENT

Led global team of 31 and managed a \$7M budget.

- Overhauled the career architecture and learning strategy for 3,000 employees, blending deep experience in both HR and operations; led the 18-month project that reduced 150 job families to 15 core families and created a new, interactive web portal – completed project with zero uptick in attrition.
- Built a portfolio of web-based, community-driven organizational and leadership effectiveness programs that resulted in engagement scores 20% higher than the company average; 4 programs were adopted enterprise-wide.
- Designed a global MBA centralized rotation program garnering a 100% retention rate of participants.

MySpace / Fox Interactive Media | Beverly Hills, CA | 2008

Subsidiary of Fox Entertainment Group. MySpace Employees: 1500

HUMAN RESOURCES DIRECTOR, EMERGING MARKETS

Led team of three providing end-to-end HR support for the Americas' during a period of explosive growth and expansion.

- Implemented HR infrastructure and staffing strategy for new offices in Canada and Argentina; developed payroll, HR policies, employee communications, benefits, retirement plans and employment contracts.
- Developed an employee survey and focus groups, and designed action plans in partnership with senior leadership.

Sun Microsystems, Inc. | Santa Clara, CA & Hong Kong | 1999 - 2008

Technology company acquired by Oracle in 2010. Employees: 38,000+

DIRECTOR, ORGANIZATIONAL CAPABILITY, EMPLOYEE COMMUNICATIONS & MARKETING OPERATIONS | 2005-2008

Directed team of 25 and managed \$5.25M budget.

- Restructured the team and implemented a strategy that resulted in zero attrition over a 12-month period with reported improvement in service delivery and a 10% decrease in overall costs.
- Designed and implemented a job and competency architecture for 1,500 global Marketing employees that was later implemented by Sun's Executive Management Group as a company-wide initiative.

HR BUSINESS PARTNER | 1999-2005

Recruited into the HR Development Program and served in 3 rotational roles, learning the specifics of the company including manufacturing, mergers and acquisitions, marketing and sales divisions.

- Relocated to Hong Kong to implement the HR Business Partner model and provide support for 250 employees.

EDUCATION & PROFESSIONAL CERTIFICATIONS

PhD & MA, Human and Organizational Systems - Fielding Graduate University, Santa Barbara

Dissertation: The relationship between trust, team mental models, and team performance

Master of Human Resources & Industrial Relations - University of Illinois at Urbana-Champaign

Master of Arts, Counseling Psychology - Ball State University, Muncie, IN

Bachelor of Arts, Rhetoric and Public Address / Psychology - Eastern Illinois University, Charleston, IL

CERTIFICATIONS & TRAINING

Professional Certifications

ICF Certified Executive Coach | Situational Leadership Trainer | Reach 360 Brand | PROSCI Change Management | Phillips ROI Methodology | MBTI Certified

Professional Training

Flawless Consulting | Advanced Facilitation Skills | Sun Microsystems Change Acceptance Process | Six Sigma for Everyday Use Project Management