

Iveta Brigis

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WORK EXPERIENCE

Milton Marks Commission on California State Government Organization & Economy

Commissioner, appointed by Governor Brown

May 2017 - May 2019

- The Commission is an independent state oversight agency which investigates state government operations and policy, and – through reports and legislative proposals – makes recommendations to the Governor and Legislature to promote economy, efficiency and improved service in state operations
- Co-chaired our Artificial Intelligence: A Roadmap for California project that made recommendations to incoming Governor Newsom on a strategic policy agenda for California

Google, Inc. (Mountain View, CA)

July 2007 - January 2019

Lead People Partner, Display Ads Product Group

February 2018 - January 2019

- Served as Lead HR Business Partner for 2,300 employee product group with \$XXB annual revenue
- Managed team of 5 junior HR Business Partners to design and run all major HR programs, including leadership staffing, performance management, compensation planning, employee relations, succession planning, leadership development, team development, location strategy, etc.
- Closely coached numerous executives on personal effectiveness, leadership, management, relationships, etc.

Sr. Manager, HR Communications & Strategic Planning

January 2016 - January 2017

- Led multiple strategic initiatives for the People Operations department, including the annual strategic business planning process, a transformation to our HR business partner model, and our open sourcing project re:Work
- Managed team of 4 plus numerous internal partners and volunteers with 100% favorable manager feedback score
- Led annual planning activities for the global team of 3,000, including goal-setting, budgeting, and headcount planning. Partner closely with our department head and leadership team to set OKRs

Manager, HR Communications

January 2014 - December 2015

- Designed, launched, and led re:Work initiative to share data-driven people practices from Google and other top companies. This included managing strategic external and internal partnerships, producing the [re:Work event series](#), designing and producing [the re:Work website](#), and managing content development
- Advised executives and organizations in various sectors on people strategy and practices. Topics included hiring, people analytics, improving managers, performance management, development & training, diversity, corporate philanthropy, and overall people operations strategy

Sr. Program Manager, K-12 Education Outreach

January 2012 - December 2013

- Oversaw impact assessment for team's investment portfolio and programs and led strategy setting for computer science (CS) education outreach initiatives
- Managed global team of 7 with high manager feedback ratings
- Conceived, designed, and implemented the Google Talent Academy, a one-year leadership development program for improving human capital management strategy in US public school districts and education-related non-profits
- Regularly presented overviews of Google's innovation culture and HR strategy to executive guests and journalists

<i>Program Manager, K-12 Education Outreach</i>	May 2010 – December 2011
<ul style="list-style-type: none"> As inaugural team member, played a key role in setting team vision, operational strategy, and evaluation standards for global CS education outreach programs and charitable giving aimed at K-12 students and teachers Developed and implemented three key outreach programs that measurably increased student interest in CS careers 	
<i>Program Manager, Performance Management & Talent</i>	November 2008 – April 2010
<ul style="list-style-type: none"> Managed the global, company-wide performance management process for then 17,000 employees, collaborating with HR generalists and line executives to set performance management design principles and assessment frameworks Performed executive-level performance management-related analyses to inform policy changes and other executive decision-making Designed and delivered performance management training programs for new employees, managers, and HR staff Initiated, organized, and led a People Management Action Committee to improve the quality of managers across Google, leading to a multi-year, sustained effort and significant improvements in manager quality 	
<i>Business Analyst, Compensation</i>	July 2007 - October 2008
<ul style="list-style-type: none"> Performed analyses for company-wide performance management and compensation programs, including pay-for-performance, sales compensation, bonus, and salary design Designed and implemented manager and team and career development workshop series to help improve Compensation team morale and retention 	
Acceleration Studies Foundation <i>Executive Director</i>	Los Angeles, CA January 2004 - September 2005
<ul style="list-style-type: none"> Led fundraising team to dramatically increase <i>Accelerating Change</i> conference sponsorship, doubling the operational budget Led marketing team to increase conference attendance by 50%, resulting in a sold-out 2005 conference at Stanford Managed 3 full-time staff and coordinated and motivated 30 volunteers from numerous countries Managed accounting, hiring, board relations, and 4 program areas Expanded Future Salons from 4 US cities to 15 locations in the US, Europe, and Asia 	
Columbia-Greene Community College <i>Psychology Instructor</i>	Hudson, NY January 2002 - December 2002
<ul style="list-style-type: none"> Taught 4 general psychology courses for students aged 16-60, including honors students Designed curriculum and instituted learning style assessments which students rated highly 	

EDUCATION

University of California, Irvine, The Paul Merage School of Business <i>MBA, Emphasis in international business strategy and organizational behavior</i>	Irvine, CA June 2007
<ul style="list-style-type: none"> Dean's Fellowship recipient George W. Brown Award recipient: highest award for community impact coupled with academic achievement Semester abroad at the Hong Kong University of Science and Technology (Fall 2006) Coursework in public policy and macroeconomics 	
Cornell University <i>B.S. with Distinction, Human Development</i>	Ithaca, NY January 2002
<ul style="list-style-type: none"> Dean's List (all semesters), Dean's Scholarship recipient Psi Chi (Psychology National Honor Society), Golden Key National Honor Society, National Society of Collegiate Scholars Worked as research assistant in developmental psychology lab studying language acquisition; public policy internship experience at County Office for the Aging conducting research on community programs 	