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SMITASHREE MENON

A Strategic HR Tech Champion who thrives in bridging worlds at the forefront of Equal Opportunity, Tech Innovation, Sustainability & Transformation, weaving 30+ years of leadership across Motorola (Google, Lenovo) including serving on their Boards, MetLife, Sun Microsystems & IBM.

SKILLS

Board and Leadership Excellence	Business Strategy Playbooks and Execution
Performance Driven Vision & Culture of Excellence	Dashboards, Analytics & Metrics
Integrated Talent Management – Full Lifecycle	Compensation and Benefits Design – Impact
Sustainability Driven Impact Initiatives	Edge Strategic Coaching for Success
Ace Contextual Learning & Leadership Paths (Proprietary)	Compass Generational Identity Values
theboardiQ Tariffs Dashboard	theboardiQ Economic Relevance Score
HR Technology Product Management and Implementation	Mergers, Acquisitions and Divestitures

EXPERIENCE

theboardiQ LLC, SF Bay Area – Founder and CEO

JULY 2019 - PRESENT

Developing **theboardiQ**, a zero-code platform that envisages a world of high performing boards and executive teams, reducing bias, faster, accurately, and economically. The platform promotes hiring based on the foundational pillars of "**equal opportunity**" (everyone has access to opportunities) "**égalité**" (state of being equal - everyone has the same rights and opportunities) and "**equity**" (fairness in outcomes - providing resources to ensure everyone has a chance to succeed). Onboarded JCPenney (US\$12 Billion) and Apollo Tyres (US\$3.2 Billion) on to the Venture.

Positive Moves Executive Search, SF Bay Area – Principal Consultant

JULY 2017 - JUNE 2019

Setting up the US Office and managing the Executive Search portfolio of Positive Moves, a firm established in 1992, having offices in London, San Francisco Bay Area, New York, Dubai, Singapore, Hong Kong, Paris, Delhi and Mumbai. Their impressive portfolio of services has resulted in 3000 mandates closed successfully till date across 30 markets in over 45 countries. Their offerings included Executive Search, Board Advisory Services, Business Intelligence and Value-Added Services, Diversity Practice Solutions and Talent Scans. Onboarded GAP Inc (US\$ 16 Billion) and SlickDeals LLC (a Goldman Sachs Investee Company) amongst others.

Motorola | Google | Lenovo, SF Bay Area, AP, India – Global HR Director, Board Director

JUNE 2007 - JUNE 2017

Business HR Lead - Global Software Centers; Global Diversity and Inclusion, Learning, Program Management; Asia Pacific HR Director; Member, Board - India Legal Entities; Head - Talent Acquisition, Indian Sub-continent and AP Emerging Countries; Organization transformation – building a culture focused on innovation and high performance; Mergers and Acquisitions, Divestitures (Motorola Inc Separation / Azingo Acquisition / Nokia Siemens Divestiture / Arris Divestiture / Google Acquisition and the Lenovo Acquisition); Strategic program management skills – successfully led global integration and re-modeling of the Job Classification System with that of Lenovo's in 19 countries of operation. Built a performance-oriented, innovation and metrics driven culture under the Google Acquisition

MetLife, Bengaluru, India – CHRO

JUNE 2004 - MAY 2007

Evolved successful strategy to attract and retain talent in a highly competitive environment taking the workforce from 150 employees to 2500 employees and 10000 agents located in 43 branch offices across the country, in a span of 12 months; Instrumental in bringing down employee costs thereby impacting the top line and bottom line of the organization; Executed Job Classification and Job Leveling from scratch; Ensured seamless regional Integration with MetLife's acquisition of CitilInsurance and Travelers in 2005; Only International employee (from amongst 117000 employees) to be elevated to the Global Leadership Accreditation Program run by Smith College, Northampton, MA in 2006.

Sun Microsystems, Bengaluru, India – Head - Human Resources

JULY 2000 - MAY 2004

Setting up of HR processes and systems in a startup environment (IEC started operations in 1999 and had grown to 1100 engineers by 2004, the largest center outside of the US); Key Member of the IEC Management Team. Was instrumental in positioning Sun's ranking as 6th in the "Best Employer's Survey" in the Country. Green Belt certification for Sun 6 Sigma and was trained in the US. Facilitated change management interventions at the IEC using the CAP methodology (Change Acceptance Process)

Phoenix Global Solutions, (a PHL Connecticut Subsidiary), Bengaluru, India – Head - Human Resources

JUNE 1998 - JULY 2000

Set up HR processes and systems in a startup environment; Successful model for bringing in PHL global HR practices and adapting them to the India environment.

IBM, Bengaluru, India – Manager - Human Resources

MAY 1996 - JUNE 1998

Business HR Partner (workforce of close to 4000 employees); Set up from scratch, the "Solutions Research Center" at the Indian Institute of Technology Delhi Campus (first high-tech specialized Lab for IBM in India) – including the HR strategy for acquiring top research talent including PhDs globally; Instrumental in introducing banding structures (IBM worldwide Position Reference Guide – PRG) – a unique concept of delayering. Helped in the ramping up of 3000 engineers for handling Y2K

EDUCATION

Global Leadership Accreditation 2006; Smith College — Northampton, MA, United States
MBA, Human Resources, 1991; Xavier Institute of Management — Bhubaneswar, India
Continuing Studies – Accelerating your Startup Idea 2019; Stanford University – Stanford, USA

AWARDS AND ACCOLADES

Guest Speaker – MBA 2017-18 Batches, Stanford University Graduate School of Business
Past President Elect (2022 & 2023) – Bay Area HR Executives Council, a SHRM Affiliate Org. SF Bay Area
2018 100 HR Leaders who make a difference award by CHRO Asia, Times Ascent and World HRD Congress
2017 Women Super Achiever Award by CHRO Asia, Times Ascent and World HRD Congress
2016 50 Most Influential Tech HR Leaders Award, Asia Pacific HR Congress
2014 40 Most Talented HR Leaders Award
2012 Star News HR & Leadership Awards: HR Super Achiever of the Year for excellence in Human Resources.