JASON GARIBALDI

San Francisco, CA | 555.555.555 | email@email.com | LinkedIn

ACCOMPLISHED PRINCIPAL PROGRAM MANAGER

COMMITTED TO TRANSLATE 15+ YEARS OF LEADERSHIP EXPERIENCE AT MEGASOFT TO A <u>CHIEF OF STAFF ROLE</u>

Professional Profile of a Program Manager turning Chief of Staff

Intellectually curious and broadly knowledgeable senior leader and trusted advisor to internal and external executive staff, including former Megasoft SVP and former VP (current CEO). **Highly strategic and operationally pragmatic thought partner** capable of serving as a sounding board and confidant to executives in the development of policies, initiatives, and organizational changes. Exceptional goal-oriented project manager in and out of the office.

Energetic, politically savvy problem-solver with a career narrative of building bridges between diverse cross-functional teams at Megasoft to drive complex initiatives and achieve challenging objectives. **Passionate and motivational people manager** proven to establish trust and earn authority among diverse groups. Exceptional communicator recognized for the ability to make the complex simple and convey action steps in a clear and concise manner.

Notable Relevant Career Highlights

Planning & Execution	Executive Presentations	Team Leadership
Led VP's vision to lead partner and collaboration create customized Bling Toolbar installation processes for top global tech clients.	*Participated in numerous executive presentations at both 4Com and Megasoft, making recommendations to VPs, C-Suite, and Board of Directors*	*Maintained near-zero attrition for 15+ years of leadership roles at Megasoft by creating inclusive and collaborative environments*

"Jason would be a great asset for your team. He is a seasoned professional who has the ability to create teams where people thrive and really feel a part of something special." – Sanjay Nadella, CEO/Megasoft

Signature Leadership Competencies & Transferable Skills

- Public Speaking & Executive Presentations
- X-Functional Leadership & Consensus Building
- Stakeholder Engagement & Negotiations
- Qualitative & Quantitative Data Analysis
- Time Management & Prioritization
- Project Planning & Management
- Strategy & Change Management
- Process Analysis & Improvement
- Training, Coaching, & Mentoring
- Risk Analysis & Management
- Relationship Building
- Remote Work Environments

➔ *<u>Process-Focused Project Leadership</u>* – Versed in prioritizing multiple objectives, creating structure, monitoring progress, assigning resources, and implementing course corrections to ensure attainment of strategic priorities.

➔ *<u>Team Building & Governance</u>* – Adept at navigating large global matrixed environments, recognizing individual strengths, and recruiting diverse, high-performing, cross-functional teams. Builder of safe and entrepreneurially-spirited environments that encourage members to share ideas and generate novel solutions.

➔ *<u>Complex Problem-Solving</u>* – Out-of-the-box thinker who can absorb, synthesize, and organize large amounts of information from disparate sources to derive actionable insights. Skilled at matching strengths to assignments.

CAREER PATH & TRANSLATABLE EXPERIENCE HIGHLIGHTS

Megasoft Corporation *– California / London / Washington*   2000 – 2018
Principal Program Manager – Sunnyvale, CA (2015 – 2018)

- *Transformed team culture, redefined staffing and budgeting strategies, and implemented Agile methodologies to successfully deliver Language Modelling features within the Speech Recognition Stack* used in a high-visibility project for Harmony Kardin. Led deep analysis of user data to determine key areas for engineering investment. Ran monthly reviews of projects for proper staffing/funding. Reported to VP of Product.
  - *The modernized team culture framework is still in use and serves as a model for other departments.*

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- *Conceptualized and developed alpha-level hardware and software solutions for a new MSNTV set-top box introduced at CES.* Presented the product to global retail account executives as a special project for the VP of Product – one on many times attending and presenting at CES at the behest of the VP.

- *Drove the development of a customized WebTV set-top box for Connected Cable in Canada*. Worked with customer stakeholders to gather requirements and built/led cross-functional teams to run a beta program, develop and implement feature requests, and fix bugs.

Principal Lead Program Manager – London, UK (2009 – 2018)

- *Managed a 10-person global cross-functional team to coordinate the launch of Bling* across 6 international markets. Leveraged product and market expertise to define product differentiation strategy to compete against Globosearch.

   o   Achieved record engagement by individually training, mentoring, and creating career plans for all team members on the project.

- *Supported revenue growth by identifying ways to utilize customer feedback and focus product iterations* for an MSNTV set-top box pilot program, resulting in a successful launch and over $6M in revenue between 2002-2007.

> ### *Supporting Diversity*
>
> Significantly diversified the company's UK candidate pool after leading collaborations between internal executive teams and partner universities to completely overhaul the UK Engineering Team's Intern Program. Guided leadership in redefining requirements and hiring processes.

Group Program Manager – Bellevue, WA (2005 – 2009)

- *Entrusted to develop and ship the Bling Toolbar* in distribution deals totaling $400M+, processing 1B+ queries annually and generating the most extensive data source used to improve Bling's algorithms. Successfully planned and executed the endeavor through extensive collaboration and coordination among internal teams and external partners and vendors.

- *Worked in concert with global technology customers to develop customized Bling Toolbar installation processes* enabling seamless co-installation with customer software upgrades. Toolbar deals accounted for $800M in spend.

- *Launched GuideSide, a client sidebar application allowing customers to monetize on free Wi-Fi networks, into 8 municipal Wi-Fi installations* in collaboration with WISPs and city governments.

ADDITIONAL EXPERIENCE

Program Manager | ***Megasoft*** *– Mountain View, CA*	*2000 – 2005*
OEM Program Manager | ***4Com Corporation*** *– Santa Clara, CA*	*1999 – 2000*
Project Manager | ***4Com Corporation*** *– Santa Clara, CA*	*1997 – 1999*

EDUCATION

Bachelor of Arts, Communication Studies \| *University of California, Berkeley*

ENTREPRENEURSHIP

Snackeez *– San Francisco, CA*   2018 – Present
Co-Founder / CEO

- *Launched a healthy snack food company and achieved 1st-year profitability* by developing a diverse client base and expanding sales through in-person product education and word-of-mouth marketing.

COMMUNITY INVOLVEMENT & BOARD PARTICIPATION

- Active community member and former volunteer for mentorship programs, including Big Brothers & Sisters.

- Served on the Board of Directors for Momentous Mental Health.

- Purchased a building to save a community center from eviction. Lowered and kept rent far below market rate. The community center serves up to 1,000 school-age youth every year with enrichment programs.

Explanation

After retiring early and pursuing an entrepreneurial venture, my client wanted to return to the corporate world, but in a different role. The goal was to create a compelling document that highlighted as many of his transferable skills and relevant accomplishments and experience as possible. The document is front-loaded with a variety of information in a focused manner that may otherwise be lost when dispersed among numerous job descriptions.

The work experience is reserved for the most relevant experience and accomplishments, with the vast majority of technical and mundane details omitted. Bullet points are used for readability and impact, with key sections bolded and italicized for impact. A text box is used on the second page to highlight his involvement in promoting D&I, which giving some variation in presentation to the reader. While somewhat unorthodox, his current entrepreneurial work was given its own section, Entrepreneurship, on the second page, as the experience is much less relevant to a potential employer and would have created a lull in the document on the first page. This approach was further justified due to the importance of getting his previous employer's name on the front page without diminishing the front-loaded profile.