

# SMITASHREE MENON

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A Strategic HR Tech Champion who thrives in bridging worlds at the intersection of **Inclusion, Tech Innovation, Sustainability & Transformation**, weaving 30+ years of leadership across Motorola (Google, Lenovo) including serving on their Boards, MetLife, Sun Microsystems & IBM. With **theboardiQ**, a zero-code platform that envisages a world where your board and executive team reflects the diversity of your customers, with a mission to achieve *égalité*, we leverage AI-powered insights for faster, accurate and economical solutions. I believe I can lend my subject matter expertise and my Board-level experience to fuel strategic foresight, guiding organizations towards a more equitable & sustainable future leveraging technology as a force for good.

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Business Strategy Playbooks and Execution

Analytics and Performance Metrics

Compensation and Benefits Design – Impact Driven

Coaching for Success (**Proprietary**)

HR Technology Product Management and Implementation

Board Excellence

Performance Driven Vision & Culture of Excellence

Integrated Talent Management – Full Lifecycle

Sustainability Driven Impact Initiatives

Contextual Learning & Leadership Paths(**Proprietary**)

Mergers, Acquisitions and Divestitures

Generational Identity Values Assessment(**Proprietary**)

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## EXPERIENCE

Founder and CEO

Oct 2019 till date

**theboardiQ LLC — SF Bay Area, California**

Creating a world where your board and executive team reflects the diversity of your customers and drives true, sustainable impact. A world where finding the **perfect mix of experience and future-focused talent** is swift, efficient, and aligns with your values. **theboardiQ makes this a reality**. Our **cutting-edge, zero-code platform** unlocks a global network of **ready-now and future-ready leaders**, experts in **inclusion, sustainability, tech innovation, and transformation**. **We are on a mission** to achieve *égalité*, a state of true equality. By building more **egalitarian boards and executive teams** that align with the **UN Sustainable Development Goals** and the **World Economic Forum's vision**, we pave the way for a more just and equitable future. **But it's not just about values**. Our platform is **faster, more accurate, and more cost-effective** than traditional methods. We leverage **AI-powered insights** to streamline the search process, saving you valuable time and resources. Onboarded JCPenney (US\$12 Billion) and Apollo Tyres (US\$3.2 Billion) on to the Venture.

Principal Consultant

Jul 2017 to Jun 2019

**Positive Moves Executive Search — SF Bay Area, California**

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, covering diverse talent from over 45 countries. Their offerings include 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 on to the portfolio of clients.

Global Human Resources Director

Jun 2007 to Jun 2017

**Motorola (Google | Lenovo) — SF Bay Area, California, Bengaluru, India**

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 – strong business partnering in building a culture focused on innovation and high performance Seamless execution of Mergers and Acquisitions, Divestitures as well as the resultant business and cultural transformation in the organization (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

CHRO

Jun 2004 to May 2007

**MetLife — Bengaluru, India**

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; Formulated successful HR Service Delivery model for the entire dispersed employee population using Web/Face/Voice model.); Instrumental in bringing down employee costs thereby impacting the top line and bottom line of the organization; Involved in the strategy of MetLife BPO operations in the country - start-up; Ensured seamless regional Integration with MetLife's acquisition of Citilinsurance and Travelers in 2005; Successful implementation of the Global Mobility Project to look at challenges facing the International Organization with relation to Talent Supply; Only International employee (from amongst 117000 employees) to be elevated to the Global Leadership Accreditation Program run by Smith College, Northampton, MA in 2006.

Head – Human Resources, India Engineering Center

Jul 2000 to May 2004

**Sun Microsystems — Bengaluru, India**

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. Successfully executed role as Project Lead to implement standardization of HR practices and structure across the global organization. Project Lead for Talent Supply and Talent Acquisition Team for APAC region (key engineering centers out of India and China); Team lead for an International Sigma project related to Staffing with members from China / Singapore/ Dublin and the US; 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)

Head – Human Resources

Jun 1998 to Jul 2000

**Phoenix Global Solutions (a Phoenix Home Life Connecticut Subsidiary) — Bengaluru, India**

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.

Manager – Human Resources

May 1996 to Jun 1998

**IBM — Bengaluru, India**

Business HR Partner for IBM Global Services (workforce of close to 4000 employees); Member of a Regional APAC Team to look at Regional HR common platform and data consolidation; Instrumental in setting 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; In 1997, handled a specialist assignment as head of the compensation practice group for the India organization; Instrumental in introducing banding structures (using the IBM worldwide Position Reference Guide – PRG) – a unique concept of delayering. Helped in the ramping up of 3000 engineers for handling Y2K - Won numerous awards of excellence

## 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

## ACCOMPLISHMENTS

**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