

**PATRICIA J. WOOLCOCK**  
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Extensive experience with varied and increasing responsibilities in human resources and business consulting. Expertise includes interim HR leadership roles, strategic HR, HR processes, organization development, training, policies and practices, communications, and programs. Demonstrated the ability to significantly contribute to organizational goals and profitability.

Ran CSHRP for 27 years part-time, while holding interim roles and consulting projects in parallel.

**PROFESSIONAL EXPERIENCE**

**OWNER, WOOLCOCK CONSULTING**  
**Consulting Projects include:**

**2011-present**

- Interim HR VP, Twist Bioscience
- Interim HR VP, Complete Genomics
- Analysis of HR function of multi-state health clinic system
- Retention Analysis Project, major tech firm in Silicon Valley
- Interim Director, Global Leadership & Talent Development, NetApp
- Conducted employee classification audit for high tech firm in Silicon Valley
- Designed and delivered training across the US for managers and employees at small high-tech company
- Coached Senior HR Director at high tech firm and Program Manager at a pharmaceutical joint venture
- Presented "Making Sense of Your Company's Data" to Silicon Valley Women in HR

**CO-CEO, M10**

**2019 - present**

Start up with 300+ mentors who work to accelerate start-ups, development of non-profits, and economic development of specific geographic areas in the world (Sicily, Georgia, upstate New York, etc.). A few pilot projects completed to date.

**CSHRP** – a nonprofit consortium of senior HR executives in the Bay Area. CSHRP provides executive development for the senior executive and development for staff through Executive Forums and Workshops. CSHRP also provides an Executive Development Program (EDP) for potential CHROs and high-potential senior staff.

**EXECUTIVE DIRECTOR AND EDP FACULTY DIRECTOR**

**1995 - 2020**

- Responsible for design and development of HR executive programs and workshops, recruitment of member companies, research and writing of Organizational Profiles for HR executives, annual budget and expenditures, Board meeting agendas. See [www.cshrp.com](http://www.cshrp.com).
- Designed and implemented state of the art HR Executive Development Program for #2 HR people in CSHRP member companies. Program currently in third year.

- Reported to Board of Directors.
- Recipient of 2007 "Honoring Excellence in HR Award," HR Partner in Innovation, at HR Symposium.

**MANAGING DIRECTOR****1993 - 1995**

- Managed start of the California Strategic Human Resource Partnership, from conception to reality.
- Recruited all member companies to join CSHRP.
- Designed executive development opportunities for senior HR executives.

**PRINCIPAL, JACKSON HOLE GROUP****2002 - 2011****Within firm:**

- Responsible for recruiting new consultants, associates
- Responsible for consultant and associate development
- Responsible for survey and assessment tools

**Consulting projects include:**

- Designed and implemented staff planning analysis with 5-year forecast for major healthcare organization, resulting in identifying and recommending solutions for considerable challenges.
- Facilitated redesign of benefits practice processes with significant internal ownership, resulting in 10+M in savings in first year.
- Led and project managed interim HR leadership and support with internal and external teams.
- Functioned as COO for Bay Area nonprofit organization.
- Designed and implemented company-wide survey to provide guidance for CEO for setting priorities and initiatives to improve organizational performance.
- Developed and delivered cross-cultural leadership development for Japanese management team of R&D organization.
- Advised nonprofit on major HR initiatives.
- Conducted best practices study on stock option practices in software companies.
- Co-hosted two-day seminar "Employment Law for the Technology Industry," pairing HR practitioners with legal experts. Seminar viewed as "one of the most valuable" the participants had ever attended. Presented "Managing Stress" segment at seminar.
- Presented "Assessing the Impact of HR in Nonprofits" at National Idealist conference for HR leaders in nonprofits.
- Facilitated panel discussion "Recruiting outside the Box" at National Idealist conference.

**INDEPENDENT HR CONSULTANT****1998 - 2002**

- Key projects include mergers and acquisitions best practices and process improvement recommendations, executive development, mapping of all HR processes for Oracle HRIS implementation, culture change initiatives, development of policies and guidelines to maximize retention and minimize risk.
- Interim Vice President HR, Snowball.com (now IGN)
- Interim HR Director, Lycos

**OTHER ROLES**

- Senior HR Consultant, Interim HR Solutions
- HR Programs Specialist, Bay Networks (Nortel)
- Manager, HR Partnership & Org Studies Lab, University of Michigan Business School
- Public School Teacher (Math and Computer Science), Swedish Public School
- Technical Assistant, Programmer, Royal Institute of Technology, Stockholm Sweden

**EDUCATION**

- Coaching Certification (in process), CTI
- M.B.A. University of Michigan
- B.A. Kalamazoo College

**OTHER ACTIVITIES**

- **Advisor**, Everwise and OBEO.
- **Author**, Perspectives Counterpoint, "Not Just Names on a List," *People and Strategy Journal*, Spring 2015.
- **Co-Author** – "Identifying and Developing HR Competencies for the Future: Keys to Sustaining the Transformation of HR Functions" *HR Planning Journal*, January 1997.
- **Adjunct Faculty** – University of San Francisco – Undergraduate OB Program 1997–2002.  
Courses: Group Process & Decision Making, Organizational Leadership, Concepts of Training & Employee Development, Current Topics in Human Resource Development.

**MEMBERSHIPS AND NON-PROFITS**

- **HR Symposium** Steering Committee, Program Committee, Awards Committee 1999-2015.
- **ASTD Silicon Valley**, Vice President Professional Development 1998-1999, 2001.
- **Entrepreneur's Foundation**, Community Involvement Committee, 2006-2007, Chair 2007.
- **Project HIRED**, Secretary 2005-2006, Board member 1999-2008.