

Victoria Feldman

415.713.2440

feldmanvictoria@gmail.com

San Francisco CA 94107

Business professional with over 6 years of experience in organizational development and leadership coaching in Fortune 500 companies and startups. Excels at communicating and relationship building with people at all levels in an organization. Committed to client success with a solid record of successfully leading high-level initiatives and teams for improving operational efficiency

SKILLS

- Excellent communicator
- Strong business acumen
- Goal oriented and creative
- Effective collaborator and facilitator
- Strong analytical and problem solving skills
- Multi-cultural (fluent in 5 languages)

EXPERIENCE

Tank-Hill Ventures

People and Culture Manager (contract)

San Francisco, CA

2017 – Present

- Coaching portfolio companies with sales and growth challenges, facilitating leadership events for founders and investors
- Leading talent development workshops (bringing top speakers and best practices in recruitment and employee retention)

Independent Leadership Coach

Paris, France

Consulted and coached entrepreneurs and startup CEOs on business development initiatives

04/2014 – 11/2016

- Successfully created and executed on 10 adapted coaching programs for Fortune 500 companies and startups
- Applied 4 different coaching techniques: PNL, MBTI, group workshops, analyses of values
- Created and implemented measurement tools to assess people analytics (KPI, SMART, Scorecards etc.)
- Led brand building exercise, market research and organizational development for tech. startups and entrepreneurs
- Improved top-line sales by x3 by executing and training sales for small startup teams

Les Comptoirs (Digital Agency)

Paris, France

Senior Change Management Consultant

06/2013 – 09/2014

Managed an implementation project of new CMS across 120 countries for BNP PARIBAS

- Managed four cross-functional teams (UX, Engineers, compliance and data) totaling 60 professionals over 12 months
- Incorporate new functionalities (planned and ad-hoc) into software to meet business objectives
- Insure cohesion in interface, navigation, server technology and content delivery
- Managed timeline, testing, and deliverables; influenced VP stakeholder + team decisions. Led global training.
- Provided top-quality one-stop-shop Help Desk technical support to internal customers

CSC (American tech consulting firm)

Paris, France

Change Management Consultant

09/2011-06/2013

Led large international management consulting projects across 3 countries

- Design and led the execution of a large-scale change management initiative at Societe Generale (private bank)
- Executed project in UK, France and Singapore impacting 600 employees.
- Created and executed training programs for compliance, front, middle and back offices teams to meet business needs
- Communicated with C-level and SVPs about project progression and results
- Achieved 95% successful adoption company-wide and 180% improvement in operational efficiency

Business Development Analyst

06/2010- 09/2011

Reported directly to CEO and VP of CSC France

- Conducted \$20mm pipeline analysis
- Provided weekly reports and dashboard regarding key accounts to identify and execute up-sell and cross-sell opportunities
- Coordinated departments in 5 continents to insure global cohesion and best practices exchange
- Implemented KPI tools to measure financial and operational performance

Education

Certified Business And Life Coach, French National Directory of Professional Certifications I Paris, France

2016

M.Sc., Master Of Business Consulting, University of Paris Dauphine I Paris, France

2010-2011

M.A, International Business, University of Edinburgh I Edinburgh, UK

2006-2010

Awards and Projects

2016 - Career Workshops (San Francisco): Co-Created and implemented monthly career workshops. 400+ community

2011- Award winning masters dissertation Corporate Knowledge Management and Social Networks by Mazars consulting group