

# GRANT BATTLE

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## SUMMARY

People leader with 15+ years of experience building high-performing teams and scalable people systems at high-growth startups (Pendo, Looker, Hired, GSN Games) and enterprise leaders (Google, Warner Media). Proven track record designing talent retention programs (96% retention of key talent over 18 months), leading through M&A and organizational transformation, and deploying AI-forward solutions that help companies thrive.

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## EXPERIENCE

### VP, People Partners

**Pendo**

**January 2026 - Present, San Diego, CA (remote)**

- Lead Pendo's global People Partner function, a team of seven across five countries serving as strategic advisors to all business units on talent, performance, organizational design, and employee relations.
- Driving AI adoption across the People function, from strategy to hands-on implementation. Building automation and integrated workflows using Claude, Gemini, n8n, and Lovable to across recurring workflows like performance management, talent calibration, succession planning, and policy documentation.
- Designed and launched CRAFT, Pendo's talent retention and readiness architecture. The program identifies and invests in Pendo's most critical employees through five development pillars: learning, earning, networking, recharging, and career trajectory. Achieved >90% retention of the initial cohort over 18 months.
- Partnered with executives on M&A due diligence, integration planning, and organizational redesigns across all business units. Created Pendo's framework for evaluating M&A offers, including compensation benchmarking and leveling.
- Zero regrettable attrition on direct team in five years.

### Sr. Director, People Partner Lead

**Pendo**

**February 2023 - January 2026, San Francisco, CA**

- Created a manager assessment and segmentation framework, grouping managers into peer cohorts with tailored development offerings.
- Partnered with the GC to overhaul Pendo's approach to transition and exit, reducing severance and legal spend by more than 50% in the first two quarters.
- Owned talent management initiatives including semi-annual performance reviews, succession planning, promotion calibrations, and headcount management across all business units.
- Co-led the redesign and rollout of refreshed compensation philosophy anchored in pay for performance and aligned to pay transparency commitments.
- Launched external development partnerships (SheTO, Plato, Exec.com) to provide executive coaching and leadership development for high-potential R&D talent.

### Director, People Partner

**Pendo**

**March 2021 - February 2023, San Francisco, CA**

- Founding member of Pendo's People Partner team. Served as the strategic people advisor to Engineering, Product, and G&A leadership, building the function's credibility, processes, and operating model from scratch.
- Established the team charter, competency model, and pod-based delivery design that became the operating blueprint for how the People team supports the business at Pendo.
- Translated company strategy into quarterly team roadmaps and presented outcomes and plans to executives at quarterly business reviews.
- Refreshed Pendo policies for promotion and internal mobility.

## People Partner

### Google (Looker acquisition)

August 2019 – March 2021, San Francisco, CA

- People Partner for Looker R&D and Marketing through the Google Cloud acquisition and integration. Drove talent strategy for 350+ employees across the U.S., EMEA, and APAC.
- Created an HR integration playbook for Google's M&A team, grounded in programs and processes developed during the Looker integration. Adopted as a reference framework for future acquisitions.
- Directed the transition strategy (reorg, communications, key talent retention) following the unexpected departure of Looker's Chief Product Officer shortly after the acquisition.
- Led post-integration retention efforts, identifying key talent at risk of attrition and working with the compensation COE to deliver supplemental equity grants for employees meeting performance, potential, and cash flow depreciation criteria.
- Member of Google Cloud's site strategy workstream and the project team for site selection of Cloud's Raleigh tech hub. Helped build the site ramp gameplan used to guide launch and expansion.

## Director, People and Talent

### HIRED

April 2018 – August 2019, San Francisco, CA

- Led the People Partner, Recruiting, People Ops, and Total Rewards functions reporting to the CFO. Also served as People Partner to the R&D organization.
- Redesigned compensation philosophy: integrated new salary surveys with refreshed career ladders to build transparent compensation bands.
- Partnered with CRO to diagnose GTM performance issues. Developed new ramped rep benchmarks, quota updates, and incentive compensation plans.
- Revamped the Hired talent calibration process increasing manager self-service and decreasing the percentage of total salary invested per cycle by nearly 25%.

## Sr. People Partner

### Bleacher Report

August 2017 – April 2018, San Francisco, CA

- HR and Talent partner to Product, Engineering, Design, Content, and Business Operations (~400 employees across 3 locations).
- Developed B/R's 2018 People and Talent roadmap, securing executive alignment and a specialized budget.
- Redesigned new hire onboarding program based on experience survey data and employee focus groups.

## Sr. Manager, HR

### GSN Games

February 2012 – August 2017, Boston, MA

- Second member of the People team. Helped scale the company through hypergrowth from 90 to 900+ employees globally.
- Managed a global HR team of five, including HRBPs, HR admins, and an HR Operations Manager.
- Co-created a universal job leveling framework integrated across all game studios.
- Launched GSN Ignite, the company's first enterprise-wide employee development program.
- Promoted 4x (HR Admin > Associate HR Generalist > HR Generalist > Sr. Manager, People Ops).

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## EDUCATION

### Bachelor of Arts: Sociology

Clark University • Worcester, MA • 05/2011

- Graduated Summa Cum Laude

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## SKILLS

Talent Strategy & Retention | Organizational Design | M&A Integration | AI Adoption (Claude, Gemini, n8n, Lovable) | Change Management | Compensation Strategy | Performance Management | Succession Planning | Employee Relations | People Analytics

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