

## Dr. Candice Reimers

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### PEOPLE RUNWAY, LLC., Redwood City, CA CO-FOUNDER/PARTNER

2017 - PRESENT

Built management consulting firm to help companies in transition design and scale inclusive cultures, HR processes and people programs.

Example client projects include:

- Conducted holistic Diversity, Equity and Inclusion (DEI) assessment of each stage of the employee lifecycle e.g., hiring pipeline, performance management, career development, transfers, promotions and attrition.
- Developed employee career paths to align with performance management and compensation philosophy and structure.
- Designed and facilitated live and virtual DEI workshops focused on Inclusive Leadership, Manager Development, Interviewer and Hiring Manager Training, and Psychological Safety.
- Developed organizational health analysis to assess team effectiveness, employee engagement, and organizational design.
- Facilitated 360 feedback review of CEO and leadership team members. Coached CEO and leadership team to improve goal-setting, decision-making and prioritization.

Client statements:

*Founder/CTO, Global Company, Travel Industry*

Candice was instrumental in helping with our HR strategy, hiring processes, and executive training. Candice's disciplined, data-driven decision making process is what's so unique and effective about her approach. Several times, we ran into multiple difficult decisions around org structure and hiring priorities, but Candice provided a structured process to align various teams to come to a decision using employee and benchmark data as the foundation. That's often easier said than done when multiple teams have their own goals unique to their functions, but Candice was able to create a process that everyone could align with and be committed to. In addition, Candice has been a great mentor for me on both engineering leadership and development growth as a technology executive. Candice's broad experiences in HR management and her interpersonal skills are great resources to tap into in dealing with any sort of day to day people management and alignment challenges.

*Head of People, Global Company, Transportation Industry*

I've worked with Candice at both of my last two companies, and in both cases she delivered on complex projects beyond my expectations. Candice consistently produced high-quality, highly customized work products under a tight timeline - she really reduced the stress of delivering on key projects. We've partnered on leveling and compensation overhauls, team-wide training and development programs, and interview guides, and in every case her work was top-notch. I'd give Candice my highest recommendation, and I'd love to work with her again.

*Head of People, Global Education Technology Company*

Candice helped us set up our core people processes and culture, starting with performance management, career pathing to leadership development and succession planning. She has a unique strategic vision, and at the same time, can roll up her sleeves and execute. Her deep HR expertise, combined with a data driven approach, set us up to track and measure progress. Her foresight enabled us to weave concepts like diversity and equity right into the design of our programs, which lay down a strong foundation early in the evolution of our company.

**GOOGLE, INC., Mountain View, CA**

**2006 - 2017**

**HUMAN RESOURCE MANAGER/LEAD, 2015 - 2017**

Strategic business partner for 4 VPs responsible for 2,000+ employees across 30+ offices in 10 countries. Led organizational analysis, design and development initiatives during period of significant restructuring to align with and achieve business goals. Introduced Diversity, Equity and Inclusion programs and Psychological Safety training to executives, managers and teams. Shaped DEI, leadership and development programs including coaching, succession planning and performance management. Managed team of mid-career HR Business Partners and Coordinators.

**RESEARCH EDUCATION, SENIOR PROGRAM MANAGER, 2008 - 2014**

Led Google's Engineering Education Programs team responsible for the onboarding, training and development of 15,000 global engineers. Key accomplishments include:

- Global Expansion: Scaled learning and development programs across the engineering organization by 38% across 35 global offices in six months.
- Leadership and Organizational Development: Collaborated with executives to design and implement leadership and organizational development programs to improve leader effectiveness, increase retention, manage organizational change, and improve cross-team communication.
- New Hire Onboarding: Oversaw curriculum and instruction for two-week engineering orientation that reached 100 new hires/week; 5,000/year.
- Change Management: Initiated organizational analysis of engineering practices to identify systemic issues related to code health. Raised awareness of issues through speaker series, training and company-wide communication, ultimately reaching 15,000 engineers.

**TECHNICAL RECRUITING, DIVERSITY LEAD, 2006-2008**

Founding member of Google's Diversity Recruiting Team. Partnered with sourcing leads, designed recruitment programs, facilitated interview processes, and managed conference marketing materials.

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**EDUCATION & CREDENTIALS**

UNIVERSITY OF PENNSYLVANIA, GRADUATE SCHOOL OF EDUCATION

- **Doctor of Education, Work-Based Learning** 2015  
Dissertation: [Accelerate knowledge: How knowledge is shared with and created by new ventures in early-stage accelerator networks](#)

- **Master of Education, Work-Based Learning** 2013  
Research Thesis: Knowledge networks and learning in high-tech startups

MICHIGAN STATE UNIVERSITY

- **Master of Arts, Education Administration** 2003  
Research Thesis: International Baccalaureate Middle Year and Diploma Programs

UNIVERSITY OF CALIFORNIA, IRVINE

- **Bachelor of Arts, Sociology (cum laude)** 1992

Talent Management Certificate – Wharton / PennCLO  
Senior Professional in Human Resources Certificate (SPHR)

**SAMPLE OF PUBLICATIONS AND THOUGHT LEADERSHIP**

- [Performance Management \(Linkedin Live\)](#)
- [Stand in Solidarity and Hold Ourselves Accountable to DEI \(Blog\)](#)
- [The Role of Leaders in Diversity, Equity and Inclusion \(Blog\)](#)
- [Make your Social Network a Learning Tool \(CLO Magazine\)](#)
- [Accelerate Knowledge \(Doctoral Research\)](#)

**ACTIVITIES, HONORS AND AWARDS**

Youth Community Service - Non-Profit, Board Member, Governance Chair	2015 - Present
Dissertation and Thesis Committee Member	2013 - Present
Guest Lecturer: University of Pennsylvania, Santa Clara University	2013 - Present
PennCLO Alumni Leadership Council	2013 - 2015
Yavneh K-8 Day School, School Board Member	2012 - 2015
Co-Valedictorian, Master’s Cohort, MSU	2003
Kay Phillips Youth Community Service Award	1999
Phi Beta Kappa, UC Irvine	1992