

## MARIANNE ADORADIO

(Cell), 408-295.6656

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### SUMMARY:

Extensive career development, recruitment, operations and training experience. Reputation for building strong business relationships across companies, professional organizations and educational entities. Earlier background in procurement for medical device, high tech and semi-conductor, in start-up through large, global companies. In addition, background includes:

- Recruiting for firms specializing in IT and HR with experience recruiting sales and engineering for start-up sw company.
- Workshop training and career counseling for technical (scientists, IT engineers, sw and hw design engineers, program managers) and non-technical (marketing, operations, finance) professionals from a broad range of companies and industries.
- Design and delivery of career, recruitment and HR events for several 100 attendees.

### PROFESSIONAL EXPERIENCE:

**Career Coach and Trainer, DesignYourDirection, Santa Clara, CA** 1994 - Present  
Career counselor working with 1000s of employees and job seekers - new college graduates through all levels of professionals - scientific, engineering, program management, marketing, tech management, education and many other areas.

- Successfully leading and facilitating workshops, audiences ranging from 10 to 100, often being noted for effective facilitation and positive impact during sessions.
- Reputation for understanding clients' unique strengths and integrating those strengths into resumes that assist in opening doors.
- Co-designing company-wide (president down) management and career development tools.

**Career Consultant, Genentech (Contractor, part-time), S. San Francisco, CA** 2009 – Present  
Member of 6-person team, delivering high quality career coaching to individual contributors and managers including field sales/clinical specialists, research scientists, validation engineering, quality, operations, program management, marketing, administrative, IT, HR and finance.

- Within first 6 months, coaching field sales specialist onto new team/role at company. This retained individual saved the company between \$250k-\$400k and was referred to by director as paying for the Career Lab in the first year.
- Presenting career topics including Interviewing, Networking, Branding and Informational Interviewing to groups of 15 – 50+. Requested to present to intact groups due to effectiveness in facilitating standard career workshops.
- Co-presenter at national franchise meeting. Workshop was so popular that it was offered in ongoing webinars for that franchise and at National Sales Meeting, 2012.

**Business Liaison, NOVA, City of Sunnyvale, Sunnyvale, CA** 2009 – 2011  
Brought in to support high impact time in the work of business services.

- Performing outreach and business development to organizations in North Santa Clara Co.
- Part of three person team, responsible for the first ever Career Forum partnership of NOVA and UCSC-Extension in Silicon Valley, successfully drawing 200+ to the event.

**Senior Staffing Manager, HR Solutions, Division of TEG, Santa Clara, CA** 2007 – 2009  
Joining start-up team (part of \$200M company) to grow Silicon Valley office.

- Achieving highest producer for N. CA region, in first half of 2008.
- Co-organizing strategic forum topics that attracted up to 60 professionals in the business/HR community. Collaborating with UCSC-Extension on several of these events.

**Placement Manager, Comsys (IT Services), Campbell, CA** 2006 – 2007  
Part of bay area recruitment for company with local division supporting 300 – 400 Cisco contractors.

- After only 4 months, receiving award for being one of the top (of all recruiters nationwide) in candidate sourcing of referrals through networking.

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**Business Liaison, NOVA, City of Sunnyvale, San Jose, CA** 2004 - 2006

Hired in as part of growing business team.

- Working closely with new recruitment services team.
- Assisting with first Intel recruitment. So successful, it was repeated less than six months later. 100 plus candidates interviewed. Close to 50% receiving job offers.

**Career Counselor, Training and Development Team, AMD, Sunnyvale, CA** 2001 – 2003

Hired in to support SAP implementation effort, company wide.

- Creating a self-paced tool (26 pages) for AMD managers to use globally for career development.
- Co-designing and delivering communication styles workshop to meet development requirements. Receiving highest evaluations and one of the most popular workshops.

**Career Counselor, IBM, San Jose, CA (Project through Career Action Center)** 1996 – 2001

Co-creating, implementing and marketing IBM career program services for 8000 employees at 3 sites. Responsible for 1:1 counseling, career and team workshops, as well as delivering career related topics to networking groups, audience sizes of up to 100 plus.

- Started as part of grass roots effort that was built largely with support of Women's Interest Network group and Women's Diversity group including mid-managers (technical and non-technical), scientists, engineers, and high potential professionals.
- The program was so successful - reaching more employees than any other IBM site in 1999 and 2000.

**Purchasing Supervisor, Acuson Corp. (now Siemens Medical), Mtn. View, CA** 1992 - 1994

Supervised the department with the business charter for eight inter-company teams at this \$400M+ company.

- Managing all business issues with \$25M third party supplier. This business relationship being noted as the paragon of supplier management.

**ADDITIONAL INFORMATION INCLUDING MEMBERSHIPS:**

Board Member (2006 – 2011), Volunteer (present) Next Door Solutions for Domestic Violence

- Recruited by former EVP of HR at Genentech and Siemens Medical Solutions
- Consultant for management training and coaching
- Founder and Co-chair of Volunteer Committee, Next Door Neighbors

Member, Teaching Parish Program, Stanford University Outreach Church, 2009 – 2010

Instructor, Santa Clara University, Counseling Graduate Program, Career Emphasis, 2006

**CERTIFICATION AND TRAINING INCLUDES:**

Creativity in Business, Stanford Continuing Education

CTM Certification, Toastmasters International

Certified in MBTI, Strong Interest Inventory

Computer literate on Macintosh and PC including MS Office Suite

**EDUCATION:**

Master's in Counseling, Santa Clara University, Santa Clara, CA

Bachelor of Science, Business Education, San Jose State University, San Jose, CA

Minor: Speech Communication