Nimrod Gordon

HRBP & OD

Contact

- 054-2510880
- nimrodrg@gmail.com
- LinkedIn
- Professional Website

Technical Skills

- Bob / Workday
- Spark (Comeet)
- Compete / Zviran
- Docebo / Degreed
- Canva / Wix
- Monday
- Teams
- Excel / Power Query
- PowerBI / Tableau
- R Studio

Languages

- Hebrew (Native)
- English (Fluent)
- Spanish (Proficient)

Education

- 2020 – 2024: MBA with Thesis, specializing in Organizational Behavior, BGU
- 2018 – 2021: BA in Community Social Work, finished with honors, BIU (Licensed Social Worker)

Volunteering

- Chairman of PARTO (2020-2023)
- Learning Facilitator at the Tel Aviv Municipality (2014-2019)
- Program Facilitator at the Garden Library (2014-2015)
- English Teacher at the Push Foundation (2014-2015)
- Project Manager at Project TEN, Mexico (2013-2014)

Hobbies

- Learning (Coursera, Edx, LinkedIn Learning).
- Music Production – compose and produce music in my home studio.

About Me

Results-oriented, personable, proactive and highly motivated HRBP & organizational development consultant with strong work ethics, committed to driving success through strategic data analytics. Experienced with enhancing managerial effectiveness and team productivity by empowering leaders to engage in data-driven initiatives that optimize the employee lifecycle and enhance organizational efficiency. Passionate about fostering a culture of collaboration, innovation, and continuous improvement, ultimately driving sustainable growth and success for the business.

Experience

HRBP & OD
Deep Instinct — 2024-Present

- Provide strategic consultancy and mentoring to Product, Finance, and Operations departments, supporting VPs, Directors, and Team Leads while ensuring alignment with organizational goals and enhancing employee performance, retention and satisfaction.
- Lead global Organizational initiatives, focusing on key areas such as company culture & values, performance management, learning and development, onboarding and more, driving continuous improvement across multiple departments, including Product, Finance, Operations, and R&D.
- Design, implement and maintain a global employee hub that increased new employee satisfaction by approximately 20%, while significantly reducing the time required for role-specific learning and integration.
- Facilitate cross-company interventions on collaboration and workflow optimization, particularly focusing on work infrastructure between Product and R&D departments, enhancing interdepartmental efficiency and communication.
- Drive leadership development programs, equipping leaders at all levels with the skills necessary for effective team management, strategic decision-making, and fostering a culture of innovation.
- Promote a culture of continuous improvement, collaborating with senior leaders and departments to identify areas for growth, streamline processes, and optimize organizational effectiveness through targeted OD initiatives.

Team Lead - Organizational Consultant & People Analytics
Informed Decisions — 2023-2024

- Spearheaded a team of two data analysts and one data scientist as Team Lead in a consulting and people analytics firm, driving innovative data-driven solutions and strategies.
- Advised and coached senior management from global companies like Kuehne + Nagel and Forter across a range of domains, including organizational development, change management, talent acquisition, upskilling & reskilling programs, employee engagement, DEI, and HRIS.
- Drove consultancy and people analytics project with HR professionals and business stakeholders, ensuring they are delivered on time, within budget and with the upmost quality.
- Implemented and optimized work processes, including via tools like Monday, to enhance organizational infrastructures and efficiency.
- Utilized data analysis and statistical modeling techniques via RStudio to analyze employee data, communicate key findings via Tableau, PowerBI and clear explanations to ensure clients understand and act on them.

HRBP
Intel — 2021-2023

- Supported organizational development for 4 organizations (~350 employees), coaching senior management on various HR functions: organizational changes, workforce planning, performance management, retention efforts, onboarding/offboarding, and team building.
- Initiated data-driven organizational intervention programs for the benefit of the organization's wellbeing and growth in fields such as DEI, employee professional development, and employee engagement.
- Took ownership of all data analytics for the HRBP department, in charge of analyzing data, documentations and creating BI visualizations to evaluate and influence employees and management regarding employee relations, DEI, and organizational development initiatives.
- Initiated, designed, and implemented an onboarding integration platform for all new Israeli employees.
- Received outstanding recognitions from Intel's Israeli leadership for high profile strategic projects by collaborating with Business Stakeholders, Intel's HR Director, HRBPs, C&B Analysts, Senior Recruiters and L&D.

Policy Research and Development Specialist
Pnima — 2020-2021

Founder & CEO
The Organization for Pursing Art (Non-Profit) — 2016-2020