

MONICA POOL KNOX

Monica Pool Knox provides leadership to Microsoft's cultural transformation initiatives through creating solutions that enable the organization to fully leverage the capabilities of its talent. In her role, Monica leads Microsoft's global Career Management initiatives focused on internal talent movement, individual development planning, career planning, goal setting and org-wide capability. In her role, she also leads the Talent Architecture practice, developing MSFT's internal Talent Profile and other AI enabled data frameworks that facilitate activities such as talent movement, targeted learning, onboarding and mentorship. Prior to joining Microsoft, Monica was based in San Francisco where she led human resources for Global Media, Sales and Brand Strategy at Twitter.

Prior to Twitter, Monica held a number of senior HR roles with Sony and CBS Interactive, leading HR organizations in Marketing, Sales and Engineering businesses. Throughout her career, Monica has held executive HR positions at Fortune 50 companies including those previously mentioned, PepsiCo, The Walt Disney Company and Verizon. She has worked both in the US and Puerto Rico, leading HR for Verizon Wireless International in San Juan, PR. In addition to her professional roles, Monica has worked internationally through her non-profit endeavors in Israel, Brazil, Nicaragua, Ghana, Costa Rica, Zimbabwe and Mexico. She is a dual US/German citizen and is bilingual in Spanish.

Most recently, Monica was named to the Board of Directors of Swedish Health Systems in Seattle. She also serves on the Board of Howard University's School of Communications and the DreamSmart Academy, a non-profit organization that builds leadership skills and financial acumen for young adults in moderate to low income communities. She was also recently named as one of the 2019 Most Influential Women in Corporate America by Savoy Magazine and is a member of the Executive Leadership Council (ELC), an organization consisting of some of the country's most influential senior business executives focused on developing black C-Suite and Corporate Board Directors.

With over 25 years of experience in high performance organizations, she is often sought after as an industry thought leader and speaker on Talent and Leadership. She was recently interviewed by Forbes Magazine and published in their article, The 3 Ways HR organizations can Help their Companies Grow, featured in MSN.money's (Portugal/Brazil) Management and Business Growth and interviewed as a featured guest on Jacob Morgan's Future of Work podcast, The Changing Nature of People and Organizations.

Monica is a Consortium for Graduate Studies alumni with an MBA from the University of Texas at Austin in Marketing and BA from the University of California, Santa Barbara in Communications.

