

Reid Thomas

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Professional Summary

Results-driven HR Technology Lead Analyst with a proven track record in market research and strategic advisory for executive clients. Expertise in analyzing trends, vendor selection, and technology implementation tailored to enhance organizational performance. Skilled in generating engaging content and representing SHRM at industry events, while mentoring junior colleagues in effective communication and HR tech strategies.

Work Experience

Google 2020 - Present

Lead Developer for Drive Solutions

As the Lead Developer for Drive Solutions at Google, I spearheaded innovative projects to enhance cloud storage functionalities. I collaborated with cross-functional teams to design scalable, user-friendly applications, ensuring seamless integration with existing systems. My role involved mentoring junior developers, conducting code reviews, and implementing best practices in software development. I focused on optimizing performance and security, while also engaging with stakeholders to align technical solutions with business objectives, driving overall product success.

Google 2020 - Present

IT Director

As IT Director at Google, I led transformative technology initiatives to enhance operational efficiency and drive innovation. Collaborating with cross-functional teams, I developed strategic IT frameworks that aligned with organizational goals. My role involved overseeing system implementations, ensuring data security, and optimizing infrastructure. I fostered a culture of continuous improvement, mentoring IT professionals, and advocating for emerging technologies. Ultimately, I aimed to leverage cutting-edge solutions to empower productivity and elevate user experiences across the company.

IBM 2023 - Present

Senior Director of AI Strategy

As the Senior Director of AI Strategy at IBM, I led the development and execution of innovative AI initiatives, steering cross-functional teams to harness AI technologies for business transformation. My role involved strategic planning, market analysis, and collaboration with senior executives to align AI projects with organizational goals. I fostered partnerships, driving thought leadership in AI ethics and best practices, ultimately positioning IBM as a leader in AI solutions that deliver measurable business impact.

Education

Lamar University 2013 - 2015
masters

Certifications

Skills

HR Technology Strategy, Market Analysis, Executive Communication, Research Skills, Vendor Selection, Systems Implementation, Data Analysis, Presentation Skills, Thought Leadership, Client Engagement, Content Creation, Coaching and Mentoring, Trend Forecasting, Problem Solving, Stakeholder Management.

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