# JAI N. CLARKE-BINNS

07788724069 | jclarkebinns@gmail.com | productiveconfusion.substack.com

*Organisational strategist | Surfacing root causes, building capability, enabling scalable change*

Organisational strategist specialising in applied research, AI fluency, and organisational design. I bridge the gap between leadership assumptions and operational reality by diagnosing root causes and designing scalable, evidence-based interventions. Through my 3L Framework, I reframe "people problems" as design problems to enable high-performance outcomes.

## APPROACH & METHODOLOGY

**The 3L Framework: Organisational Diagnosis That Delivers Results**

Performance gaps are often systems, clarity, or friction problems rather than talent issues. My framework surfaces root causes by integrating:

- **Leadership:** Stakeholder beliefs regarding performance drivers
- **Literature:** Academic research and evidence-based insights
- **Lived Experience:** The reality of the employee experience

Using TEAM (Task Experience Architecture Mapping), I identify the delta between perception and reality to build scalable solutions.

## EXPERIENCE

**Google Deepmind | Feb 2020 - Present**

**Senior Employee Experience Partner | Feb 2025 - Present**

- Deployed 3L Framework to diagnose performance gaps by synthesising stakeholder beliefs, literature, and lived experience. Used TEAM methodology to identify teachable behaviours of high performers, delivering scalable evidence-based playbook.
- Architected self-service, AI-powered learning resource using NotebookLM to scale fairness framework via conversational AI, audio, and video formats.
- Developing AI fluency framework to transition organisation toward strategic AI integration while maintaining human discernment and critical judgment.

**Senior DE&I Partner | Jul 2022 - Feb 2025**

- Directed £800k+ global DE&I budget, strategically allocating capital across programming and community engagement.
- Engineered organisation-wide DE&I data dashboard navigating complex international legal and privacy requirements to ensure leadership accountability and enable dynamic, intersectional progress tracking.
- Established governance framework for DE&I Working Groups, standardising processes and empowering distributed efforts.
- Facilitated strategic leadership coaching using IDI data, co-creating development plans aligned with leaders' strategic priorities and creating space for growth in managing diverse teams.

**People and Culture Partner | Jul 2020 - Jul 2022**

- Spearheaded first organisational health review for Research Engineering (200+ FTEs), integrating quantitative metrics with qualitative data to establish baseline for future-proofed growth.
- Directed implementation of company-wide Fairness Framework, auditing all P&C processes to eliminate bias through standardisation.
- Partnered with Director of Research Engineering to provide change leadership through multiple restructures, maintaining 85%+ engagement scores.

**Satalia (AI Startup) | Feb 2017 - Jul 2020**
**People and Culture Partner**
- Built comprehensive HR function from ground up in partnership with CEO during accelerated growth phase.
- Designed skills-based performance and compensation framework to enable greater organisational flexibility and accuracy.
- Increased hiring velocity by 300% while maintaining rigorous quality standards.

**Earlier Career Experience**
- People Analyst | ustwo | Apr 2015 - Jan 2017
- HR Analyst | City & Islington College | Dec 2014 - Apr 2015
- HR Systems and Data Analyst | dmg Media | Jul 2012 - Dec 2014

# BOARD & ENTREPRENEURIAL LEADERSHIP

- Board Member | Camden STEAM (2023 - Present): Driving youth engagement initiatives through tech employer partnerships and educational institutions.
- Founder & CEO | People of Creativity (2015 - 2021): Built platform connecting 500+ professionals of color in creative and technology sectors.

# EXECUTIVE CONSULTING

**Strategic OD Consultant | Feb 2019 - May 2021**

Bakken & Baeck (Digital Innovation Agency), SPACE10 (IKEA Future Living Lab)
- Conducted diagnostic research to surface organisational friction points, co-creating scalable solutions and culture interventions with leadership teams.
- Developed evidence-based DE&I strategies integrating stakeholder research with organisational data to deliver measurable inclusion improvements.

# THOUGHT LEADERSHIP & RECOGNITION

- Judge: RSA Student Design Award (AI), 2024
- Keynote Speaker: D&I Leaders LGBTQ+ at Work Conference, 2024
- Published Authority: "AI has the Potential to Raise HR's Profile" (People Management)

# QUALIFICATIONS

- Ethics of AI: London School of Economics
- B.A. Criticism, Communication & Curation: Central Saint Martins
- Professional Accreditations: IDI Qualified Assessor; Diploma in NLP; ILM Workplace Coaching; CIPD Employment Law (Level 5)