

## BECKY L. SPEARS

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**Becky Spears** is the leader of the OD Consulting Practice in Oracle's OTD (Organization Talent & Development) Group). OTD global solutions include Organization Strategy, Assessment, and Design; Change Leadership; Team Effectiveness; Talent Management; Leadership and Professional Development; Oracle Women's Leadership (OWL); Top Talent Development; HR Technology Practices; and HR Communications and Information Services.

Previously at Oracle she was the OD Engagement Manager aligned with product development LOBs (Lines Of Business). She joined Oracle February 2010 (part of the Sun Microsystems acquisition).

At Sun Becky's most recent role was Senior HR Director of the Organization Consulting group, which provided organization strategy and design consulting to internal clients who were experiencing aggressive business model and strategy changes.

Becky had initially joined Sun in July 1999. During her first years she was an HR Business Partner (BP) Director aligned with the Sun CIO, where she partnered with his executives to develop the global IT leadership group, align practices to Sun business requirements, plan workforce development, develop rewards & recognition strategies, and analyze and lead action planning in response to employee feedback systems. Later as Senior HR BP Director she was aligned with the leader of Sun's Professional Services and notably led the organization design team that integrated Sun Sales and Services organizations.

She attended the USC CEO Organization Design Workshop in 2002, when she was supporting the Sun IT group. She developed a successful organization design practice that she continuously evolved and which then resulted in her move to Sun OC leadership in 2006, and later acquisition by Oracle.

Becky's previous HR experience includes management and organization development work with computer industry companies, including SGI, Cadence Design Systems, and Unisys. Many of her accomplishments were focused on the development of leadership teams and capability. Notably, she worked closely with management teams in India and Russia.

HR and OD is Becky's 2nd career. Previously she led Engineering Services for the Unisys Desktop Products group. She moved into that position from a technical writer role, where her technical marketing documentation received top honors from the Society for Technical Communication.

Becky has a Masters in Organization Development from the University of San Francisco (USF). Her thesis compared management practices between US and India engineering groups (as well as China, Europe). She received a BA with Honors, CA State University, Northridge, in English-Writing.