



NICOLE GROGAN

Chief People Officer

Nicole Grogan is the chief people officer at Intellectual Ventures (IV), where she is accountable for the human resources and corporate communications organizations. Nicole joined IV in 2010 as senior vice president of human resources. Her contributions have included the implementation of new short- and long-term compensation plans designed to incentivize increased revenue and profits, as well as launching IV's first global human resources information system. She is the executive sponsor for IV's women's community, mentoring circles, and employee-led activities geared at building community and equity. Through her leadership, the human resources organization actively participates in driving business results while engaging with employees to build a culture that is unique to IV. Additionally, she has supported a refresh of IV's messaging and increased focus on employment brand and internal communications.

Prior to joining IV, Nicole spent nearly a decade at Cisco Systems, most recently as head of human resources for the company's global engineering organization of more than 25,000 employees. Her previous roles include leading human resources for Cisco in Europe and a variety of assignments at Cisco, Honeywell, AlliedSignal, and Prudential Financial.

Passionate about health and education inequities and committed to her local community, Nicole serves on the board of directors for the Susan G. Komen Puget Sound affiliate, where she is involved in raising funds for local breast cancer screening programs and research. She sits on the board of directors for Techbridge Girls sharing their commitment to champion equity in STEM and fair access to economic opportunity for all girls. Nicole also sits on the boards of the International Women's Forum Seattle Forum, privately held Echodyne Corp, and is a regular volunteer in support of Rainier Scholars and Hopelink. She can often be found cheering on her kids at their baseball games and swim meets.

Nicole received a bachelor's degree in international relations from the College of William and Mary, and a master's in business administration with a concentration in finance from Pepperdine University's George L. Graziadio School of Business and Management. She also attended Pepperdine University's master's program in organization development and was selected as a 2017 - 2018 Fellow of the International Women's Foundation's Leadership Forum.