**Renée E. Smith**

Director, Talent Management, San Francisco

Relevant Experience

Located in Silicon Valley, Renée E. Smith is a Director, leading Willis Towers Watson’s Future of Work practice in North America. Since joining the firm in 1998, she has worked with major organizations across North America. The majority of Renée’s consulting work is focused on partnering with clients to develop and operationalize job architectures, define skills and competencies, design career management programs and platforms, modernize performance management, and think about the future of work.

Thought Leadership

Renée is a frequent contributor to Willis Towers Watson’s view points on career management and the Future of Work. She is regular speaker at major conferences including World@Work and HRPS.

Recent Engagements

In recent engagements, Renée has

* + Served as the lead consultant for developing a work architecture for a large technology organization to support AI-enabled career management and integrated talent analytics
	+ Served as the lead consultant for developing a career management program for an insurance organization, leading (1) the articulation of a career management strategy, (2) the development of “enabling experiences” to guide career transitions, and (3) the development of materials and process for piloting career pathing within the business
	+ Served as the lead technical consultant for developing a career management program for an organization in the oil and gas industry

Education and Credentials

Renée earned a BBA with an emphasis in corporate finance and management from the Goizueta School of Business at Emory University in Atlanta, graduating with highest distinction.  She is a member of WorldatWork and HRPS