

Topic – Scaling Up Talent

"In technology it's about the people: getting the best people, retaining them, nurturing a creative environment and helping to find a way to innovate." --*Marissa Mayer, Yahoo*

Date: March 7, 2018

Time: 7:30 AM Doors Open | 8:00 to 9:30 AM Program

Location: The Riveter on Capitol Hill



Annie Rihn – VP of Recruiting at Zillow

Annie is the head of Recruiting for Zillow Group, a family of the world's largest real estate and home-related brands, including consumer brands Zillow, Trulia, HotPads and StreetEasy. Responsible for recruiting strategy and leading a national team of recruiters who support hiring for all brands in the Zillow Group portfolio. Annie joined Zillow pre-launch in 2005 and built the recruiting function from the ground up to a team of 30+.



Shauna Swerland – CEO of Fuel Talent



Shauna is the Founder and CEO of Fuel Talent LLC, based in Seattle. She has been in the search industry since 1994. She considers herself one of the lucky ones who found her career path early and still feels the same passion as the day she started. In her 19 years in the business, she has opened 8 offices, hired, trained and managed over 100 recruiters and built relationships with outstanding candidates and clients. Shauna graduated from the University of Washington where she was a Division I Pac 10

Joe Ottinger, Founder|CEO of Innovate (Moderator)

Joe Ottinger a former management consultant, tech executive, and author on topics related to leadership, innovation, and growth. He is the founder of the Innovate Leadership Network and advisory firm focused on helping company leaders scale up, improve performance, and apply technologies to take their companies to the next level. Services offered include professionally moderated forum groups, leadership education, and advisory services. Prior to founding Innovate, Joe co-founded Kotter International, a management consulting firm specializing in leadership, innovation, and organizational acceleration, with Harvard Business School professor, John Kotter.





Scaling Up Excellence Leadership Series

Leaders scaling their companies face challenges that are different from start-up entrepreneurs. This Scaling Up Excellence series is designed to provide entrepreneurial business leaders with practical, actionable advice about scaling their companies with insights from successful operators, functional experts, and peers.

Audience

The series is intended for Founders, CEOs, and senior leaders of growth companies. The Scaling Up Excellence series will also be made available at no charge for Iinnovate Members.

Program Elements

The Scaling Up Excellence Series includes three elements:

- **Speakers** – Learn from successful company operators and service provider experts
- **Roundtables** – Participate in facilitated discussion group roundtables with peers
- **Resources** – Receive tools, resources, and best practices that will help you lead growth

Benefits To Attendees

Attendees will receive practical insights, tools and resources to support their growth and develop as leaders.

Scaling Up Excellence Modules

- Scaling Up Leadership
- Scaling Up Investment Capital
- Scaling Up Culture/HR
- Scaling Up Talent
- Scaling Up Sales/BD
- Scaling Up Marketing/PR
- Scaling Up Finance
- Scaling Up Product
- Scaling Up Strategy
- Scaling Up Execution
- Scaling Up Boards & Bus Networks
- Scaling Up Value & Monetization

About Iinnovate Leadership Network

Iinnovate is a Seattle-based leadership network and advisory firm focused on helping company leaders scale up, improve performance, and apply technologies to take their companies to the next level. Services offered include professionally moderated forum groups, leadership education, and advisory services. Iinnovate was founded by Joe Ottinger a former management consultant with Harvard Business School professor John Kotter, tech executive, and author on topics related to leadership, innovation, and growth.

For More Information:

Contact Joe Ottinger at rjoe@iinnovatenetwork.com