

MADOREE PIPKINS

Henderson, NV | 951-795-6935 | madoreepipkins@gmail.com

PEOPLE PARTNER

People Partner with 10+ years of experience advising executives and managers across high-growth technology companies. Experienced in organizational effectiveness, employee relations, performance management, workforce planning, and change management across U.S. and global teams. Combines dedicated HRBP experience at Cambly with first-HR-hire leadership at Koala and Haven Energy, partnering directly with business leaders on complex people decisions.

PROFESSIONAL EXPERIENCE

HAVEN ENERGY | Series B Renewable Energy | Remote

HRBP / Head of People Operations | May–Sep 2026 | Role Eliminated in Layoff

- Strategic HR partner to the CEO and managers across a remote, multi-state workforce of approximately 50 employees, advising on team performance, employee relations, retention concerns, and workforce decisions.
- Coached managers through performance challenges and employee conflicts, including early intervention, difficult conversations, and appropriate escalation.
- Managed six employee performance matters and partnered with Legal on three high-risk termination assessments, balancing business needs, employee considerations, and legal exposure.
- Led a companywide performance review cycle for approximately 50 employees, enabling 18 managers and achieving 90% completion.
- Standardized performance documentation and manager guidance to strengthen consistency in performance expectations, accountability, and employment decisions.
- Advised leadership on employment risk and policy consistency as the organization expanded multi-state compliance coverage from one state to 20.

KOALA | Global Direct-to-Consumer eCommerce | Remote

HRBP / US People & Culture Manager | Jan 2025–Jul 2026

- Primary U.S. People Partner to business leaders and managers, advising on employee relations, team performance, retention concerns, and organizational decisions during U.S. expansion.
- Recommended changes to team structure and coached managers through organizational transitions, including employee communications and implementation.
- Guided leaders through performance challenges, including the managed departure of an underperforming employee while maintaining business continuity and prioritizing retention of strong performers.
- Partnered with leadership and Finance on workforce planning, recommending staffing levels, compensation, and hiring timelines aligned with business priorities.
- Led performance management activities, including goal setting, review cycles, calibration preparation, and manager guidance to strengthen consistency in employee evaluations.
- Partnered with leaders on engagement and culture initiatives, contributing to an 18-point increase in employee Net Promoter Score (eNPS).

CAMBLY | Series B EdTech | Remote

HR Business Partner, North America | Sep 2020–Oct 2024

- Strategic HR Business Partner to executives and functional leaders across Product, Engineering, GTM, Operations, Finance, and Legal during approximately 50% global headcount growth.
- Advised leadership during a reduction in force affecting approximately 65 employees across multiple countries and legal entities, including manager preparation, employee communications, and separation execution.
- Partnered with leaders on organizational restructures, team effectiveness, role clarity, and change communications across distributed teams.
- Led employee relations case management, advising on documentation, risk assessment, corrective action, and resolution in partnership with Legal.
- Owned end-to-end performance management programs involving more than 150 participants, including manager coaching, review quality, calibration, and development planning.
- Designed and led engagement survey cycles, translating employee feedback into priorities and action plans with business leaders.
- Established baseline workforce reporting following HiBob implementation, creating initial visibility into employee data and a foundation for ongoing people analytics.

LAUNCHDARKLY | Series C SaaS | Oakland, CA

Talent Partner | Aug 2019–Apr 2020 | Role Eliminated During COVID

- Partnered with leaders on workforce planning, hiring priorities, and talent decisions during rapid organizational growth.
- Conducted compensation benchmarking and market analysis to inform hiring and retention decisions.

LUMA HEALTH | Series A HealthTech | San Francisco, CA

Head of People and Talent / People and Talent Operations | Aug 2018–Jul 2019

- Built foundational people practices during early-stage organizational growth.
- Partnered with leadership to improve onboarding programs and employee experience.

EARLIER EXPERIENCE

Pure Storage — University Recruiter | Sep 2017–Sep 2018

Medallia — Internal Communications Manager | Feb 2017–Sep 2017

Momentive.ai (SurveyMonkey) — Internal Communications Manager | Jan 2016–Feb 2017

MGM Resorts — Employee Engagement Manager | Jun 2013–Dec 2015

EDUCATION & CERTIFICATION

University of South Carolina — Master's, Integrated Marketing Communication

Benedict College — Bachelor's, Communications

Certified Leave Management Specialist (CLMS)

HR TECHNOLOGY

HiBob | Rippling | Workday | BambooHR | ADP | Culture Amp | Lattice | Greenhouse | Ashby