

Contact

www.linkedin.com/in/larissamarsolla (LinkedIn)

Top Skills

Human Resources
Employee Training
Program Management

Languages

English (Native or Bilingual)
Portuguese (Native or Bilingual)
Spanish (Limited Working)

Certifications

IBM Recognized Teacher/Educator
People Analytics - Artificial Intelligence
People Analytics - Practitioner
IBM Agile Advocate

Larissa Marsolla

Global Coordinator - IBM Digital Credentials Program
São Bernardo do Campo, São Paulo, Brazil

Summary

I'm the global coordinator and project manager for the internal IBM Digital Credentials Program. I manage multiple stakeholders across the company, working with them to launch new IBM Badges for IBMers. That includes align badge offerings with the Business Units skill strategy for skill gap closure, maintaining value to the business and to the employees skills development; Review and approve/decline new badges to ensure IBM Digital Credentials are valuable, inside and outside of IBM; Support IBM Enterprise Professions in their career development strategy with badges; Guarantee a great user experience for IBMers

Experience

IBM

17 years 10 months

Global Coordinator - IBM Digital Credentials Program
January 2017 - Present (7 years 8 months)

I coordinate the internal IBM Digital Badge program, i.e. IBM Badges that can be earned only by IBM employees. That includes align badge offerings with the Business Units skill strategy for skill gap closure, maintaining value to the business and to the employees development; Review and vett badges to ensure the IBM Digital Badge Program is valuable, inside and outside of IBM; Support IBM Enterprise Professions in their career development strategy with badges; Guarantee a great user experience for IBMers.

As part of my efforts to ensure a great user experience, I created a chatbot to respond our internal users most frequent questions, using Watson Assistant.

Professional Development Operations

January 2011 - Present (13 years 8 months)
São Paulo Area, Brazil

I handle the career certification process for IBM employees Globally. This is a vital input for the Promotion process in IBM. At this job, I manage all certification packages for IT Architects, capturing the demand, matching the

packages to experts in various areas, communicating with employees and the experts, as well as reporting to my team leaders. I participated in the implementation of a new tool used for this process, and I actively participated in the process design by providing feedback and proposing changes. In this process, I'm also responsible for recruiting new experts to support the evaluations.

I generate measurements and reports for consultant's in-project performance feedback, leading actions to encourage employees to document their performances and obtain official feedback, as part of Career Development programs.

HR Analyst

January 2009 - January 2011 (2 years 1 month)

I worked in the Learning & Knowledge area, acting as a Latin America focal point for:

Trainings developed for Latin America as a whole (delivery and control)

Metrics generation for in-team use and leadership presentations

Knowledge Management programs development, implementation and coordination in Latin America

I also participated as Advisor in a global project that is developing a Training Delivery Handbook and a Metrics Tutorial, that intends to reduce the time spent looking for information when delivering a training or generating an analysis. The Metrics leg also intends to reduce the number of ad hoc requests that the Operations team receive, teaching everyone how to extract a report that fits their needs.

Intern

November 2006 - December 2008 (2 years 2 months)

I worked as an intern in the Professional Development area. I participated in all the processes that involves career development, as performance evaluation, promotion cycle and awards. At this point I also used to generate headcount and scorecard reports, and leadership-use presentations.

Sabre Holdings

Intern

May 2005 - November 2006 (1 year 7 months)

I worked as secretary for the TAM Account Director doing the common secretary functions and also generating daily reports for the Sabre bookings made through the eTAM Portal. Besides, I worked with the hotels around the country to negotiate agreement fees.

Education

Centro Universitário Fundação Santo André

Bachelor, Business Administration · (2005 - 2008)