



# DELISA ALEXANDER

## BOARD DIRECTOR, PEOPLE CHAMPION & CULTURE BUILDER

Board director and executive leader with 25+ years of notable achievements across people operations, corporate, business and transaction law as well as board governance and dynamics. Drove corporate strategy, increased organizational competence, created business resilience, achieved considerable scale through global expansion, and created meaningful shareholder value during a 20-year career with the world's leading provider of open source enterprise solutions. Continues to advise executive leaders and boards in navigating adaptive challenges arising from fast growth and transition.

- Open Leadership & Culture
- Global Talent Strategy
- Employment Experience
- Digital Transformation
- Corporate Governance
- Strategic Planning & Budget Ownership
- Executive & Equity Compensation
- Development & Learning
- Mergers & Acquisitions
- Securities Law
- Succession Planning
- Executive Consulting & Coaching

## REPRESENTATIVE CAREER HIGHLIGHTS

- ✓ Served as Board Chair and/or Director for multiple independent and nonprofit boards and advisory boards for VC investors and technology firms.
- ✓ Drove corporate strategy and led global people operations for Red Hat (NYSE:RHT) between 2006 and 2021; scaled the organization from 1,100 to 17,000+ associates and \$4 billion+ in revenue resulting in a \$34 billion acquisition by IBM in 2019 (the world's largest software transaction).
- ✓ Built a groundbreaking open and participatory culture at Red Hat that differentiated the business, generated meaningful shareholder value, and created exceptional employee experience resulting in loyal and passionate teams as well as recognition on Forbes' and Fortune's *Best Companies to Work For* lists in recent years.
- ✓ Served as Red Hat's Assistant General Counsel; between 2001 and 2006 created the governance framework for the Board of Directors and enabled Red Hat to venture into uncharted territories and defined a new GTM business model innovation for enterprise software.
- ✓ Practiced securities, M&A, franchise and business law earlier in career with several law firms serving entrepreneurs, startups and Fortune 100 companies and was appointed to a judicial clerkship with Delaware Court of Chancery.

## BOARD EXPERIENCE

### Current:

**The General Henry Hugh Shelton Leadership Center at NC State University** | Advisory Board (2021-present)

**Capri Venture Partners** | Advisory Board (2021-present)

**Greater Raleigh Chamber of Commerce** | Immediate Past Chair of Executive Committee (2018-present)

Board Member (2009-2013 and 2015-2018)

**Bull City Venture Partners** | Advisory Board (2014-present)

**Frank Hawkins Kenan Institute at UNC Chapel Hill** | Advisory Board; Chair of Development Committee (2013-present)

### Past Experience:

**Downtown Raleigh Alliance** | Board of Directors (2019-2021)

**Council for Entrepreneurial Development** | Executive Committee (CED) (2015-2018)

**NC State University Poole College of Management** | Advisory Board (2015-2018)

**Innovate Raleigh** | Board of Director and Executive Council Member (2014-2017)

## PROFESSIONAL EXPERIENCE

**Red Hat, Inc. Raleigh, NC (NYSE: RHT) | 2001 - February**

*Red Hat was the first publicly traded, NYSE-listed, S&P 500 open source technology company with more than 17,000 associates across 65 global offices. Red Hat develops open source enterprise solutions for the world's leading financial services institutions, healthcare companies and telco businesses as well as public sector organizations.*

**Executive Vice President, Chief People Officer, and Special Counsel | 2011 - 2021**

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# DELISA ALEXANDER Continued...

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## **Senior Vice President, People + Brand, and Special Counsel | 2008 – 2011**

## **Senior Vice President, Human Capital and Special Counsel | 2006 – 2008**

Selected by CEO and Board of Directors in 2006 to lead the global human resources organization. Assumed ownership for additional aspects of the business including sales enablement and development and contributed to the strategic plan. Provided oversight for all aspects of human resources supporting the 17,000-person business including recruitment, talent development, culture and brand experience, compensation, global internal employee communications, Red Hat University (leadership development and learning organization) and Diversity, Equity and Inclusion priorities. Served as critical partner to C-level customer leaders implementing diversity, digital transformation and open culture initiatives.

- Built a 500-person international HR function and technology platform to support organizational growth from 1,100 associates in 2006 to more than 17,000 in 2021 and double-digit y/y revenue growth to \$4 billion+.
- Created a unique open culture and differentiated employee experience allowing Red Hat to compete aggressively for talent; implemented an employment brand strategy to activate associates as Red Hat Brand and Culture Ambassadors.
- Achieved global recognition as one of the best companies to work for including Forbes #3 and Fortune's #27.
- Led the organization through a smooth acquisition integration including enterprise-wide change management efforts.
- Established Open Management and Open Leadership practices to scale culture across the organization's functional groups.
- Drove HR IT transformation strategy with global implementation of Workday and ADP.
- Served as the executive team's liaison to the Compensation Committee of the Board of Directors; collaborated with Committee Chair; developed strategy for equity compensation; and led cross functional team to implement programs.
- Built a strategic internal communications function resulting in increased engagement and support for strategy and brand.
- Created a diversity and inclusion strategy and created and championed the Women In Open Source Award.
- Operationalized Accelerated Leadership Development programs to reinforce Red Hat's culture and to develop the capabilities of leaders. More than 50% of Red Hat's workforce is led by graduates of this program.
- Managed international expansion and served as "Special Counsel" providing oversight for employment contracting and employer relations matters globally.
- Drove succession planning process and implementation to mitigate business risk, reporting to the Board of Directors.
- Led Red Hat's critical incident management and business continuity response to COVID-19.

## **Assistant General Counsel and Assistant Secretary to the Board of Directors, Red Hat, Inc.**

## **Held various roles with increasing responsibility from August 2001 – June 2006**

Joined Red Hat in 2001 shortly after their IPO and provided oversight for commercial, mergers, acquisitions and venture capital transactions. Advised the Board of Directors and the Compensation Committee as assistant secretary.

- Assumed increased responsibilities including SEC reporting, Board of Directors and corporate governance, compliance, litigation management, executive and equity compensation, trademark management and export control.
- Created and managed agreements to support innovative business model while ensuring consistency with software licensing under the General Public License including subscription agreements and partner agreements.
- Supported business growth; educated opposing counsel on open source licensing matters and closed major transactions with OEMs and ISVs that were critical to Red Hat's success moving into the enterprise software business.
- Redesigned global equity compensation program and led proxy solicitation for share pool refresh multiple times.
- Advised and supported Board of Directors during restatement of SEC- filed financial statements.
- Created equity and executive compensation programs and evolved these to align with organizational expansion.
- Rolled out corporate compliance and ethics program.

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## EARLIER CAREER EXPERIENCE

Kilpatrick Stockton, Business and Technology Transaction Associate, February 2000 – August 2001

Shaw Pittman, Corporate Associate, May 1998 – January 2000

McGuire Woods, Corporate Associate, September 1996 – May 1998

**JUDICIAL CLERKSHIP** September 1995 - September 1996

**Delaware Court of Chancery**, Judicial Law Clerk to The Honorable William B. Chandler, III

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## EDUCATION

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George Mason University School of Law, Arlington, VA Juris Doctor, *With Distinction*, May 1995 | Top 5% of class

University of Baltimore, Master of Business Administration, December | 1992

Institute for European Business Administration, Gent, Belgium, Diploma of European Affairs | 1992

James Madison University, Bachelor of Business Administration, *Magna Cum Laude* | May 1987

BAR ADMISSIONS: Virginia, 1995, District of Columbia, 1998, North Carolina, 2001