

ISABELA HARRINGTON

Technical Program Management Leader | AI-Enabled Product & Engineering Operations | Chief of Staff

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15+ YEARS · 1,800+ PERSON P&T ORG · TPM FUNCTION BUILT OUT · AI TRANSFORMATION · INCUBATION

LEADERSHIP PROFILE

- Technical program management leader with 15+ years experience scaling product and engineering organizations.
- Led P&T-wide agentic transformation across a 1,800-person organization: 80% AI coding-tool adoption and nearly 2× PR throughput over the pre-AI baseline.
- Built program management discipline from zero to a stable Team in multiple Companies.
- Led Agile transformations, engineering and product operational excellence for P&T organizations of 200 to 1,800+ people.
- Incubated new businesses.

EXPERIENCE

Procore | Director, Technical Program Management Aug 2023 – Present

- Lead the P&T-wide Agentic transformation Program, driving AI coding-tool adoption to 80% and nearly doubling PR throughput over the pre-AI baseline.
- Built and coached a 12-person TPM practice serving a 1,800-person Product & Technology organization; introduced initiative intake, quarterly planning, and monthly team reviews.
- Built internal AI agents and dashboards for TPM reporting, roadmap planning, agentic delivery rosters, and AI-transformation metrics.
- Serve as part-time Chief of Staff to an 11-person engineering leadership team, driving people and process operations.
- Lead complex, cross-business-unit initiatives aligning engineering, product, and go-to-market stakeholders.

Indeed | Regional Director, Functions Office Nov 2021 – Apr 2023

- Drove strategic alignment across business units for engineering and product onboarding, including accelerator programs—increasing execution efficiency and program velocity.
- Led the pay equity initiative, establishing ongoing measurement and processes to identify and correct compensation gaps.
- Directed Indeed University, onboarding and integrating 137 product and engineering new graduates and supporting Indeed's recognition as a top workplace for new college graduates.

Bluebeam | Senior Director, Product Delivery Management Mar 2019 – Aug 2021

- Built the program management discipline from zero to a 12-person team supporting approximately \$193M in annual revenue.
- Led enterprise Agile transformation—training, coaching, metrics, and PDLC evolution—for 300+ employees; improved transparency, product quality, and delivery pace.
- Directed product operations to translate product strategy into a prioritized initiative roadmap, improving continuous value delivery and return on R&D investment.

LegalZoom | Product Operations Director Dec 2015 – Mar 2019

- Incubated the Group Plans business unit into a 35-person cross-functional team, rapidly validating a new revenue stream.
- Owned LifePlan product and program strategy, roadmap, and portfolio delivery—growing membership from 0 to 60,000 customers in 18 months with approximately \$4M in revenue.
- Led product, UX, design, engineering, QA, program management, and client operations to improve collaboration and execution.
- Directly managed 30+ complex, cross-business-unit product development initiatives, aligning engineering and product on delivery.

IAC / Ask.com / Dictionary.com | Senior Program Manager May 2014 – Dec 2015

- Managed the initiative portfolio for Information Platform Services and Content Media; implemented quarterly strategic planning and business-unit governance to improve transparency and decision speed.
- Incubated two content properties, validating new revenue streams through rapid launch and learning.

StubHub (eBay) | Operational Excellence Manager May 2010 – May 2014

- Led Agile transformation—training, coaching, success metrics, and PDLC evolution—for 200+ employees; shifted the culture toward frequent delivery and customer feedback.
- Managed six program managers supporting approximately \$246M in annual revenue streams.
- Directly managed 20+ product initiatives with approximately \$18M in annual resource budget.

LeapFrog Enterprises | Senior Program / Product Manager Jul 2005 – Apr 2010

- Owned product and program management for electronic learning products in U.S. and international markets, supporting approximately \$300M in revenue over four years.
- Delivered 27 product launches across multiple markets and retail channels.

EDUCATION & CREDENTIALS

Master of Science in Finance · Bachelor in Business Administration
PMP · CSM · CSP · CSPO · SAFe SPC & SA · Six Sigma Green Belt

CORE CAPABILITIES

Leadership: TPM organizations · People leadership & coaching · Executive communication · Chief of Staff partnership

Operating systems: PDLC · Agile & Lean at scale · Product operations · Portfolio governance · Roadmaps · AI-enabled software delivery

Tools: Claude · Cursor · NotebookLM · Gemini · Jira · Confluence · Smartsheet · Miro · Figma · Lucidchart · Atlassian Analytics · Tableau

Languages: English · Portuguese · Spanish · French