



TASHI THEISMAN, VICE PRESIDENT, GLOBAL BENEFITS

Tashi Theisman is the VP, Global Benefits for PayPal. She is responsible for the strategic and operational delivery of global benefits. Tashi has significant experience in strategic development, design, implementation and ongoing management of benefit programs. She has managed all aspects of both active and retiree benefit programs for large, complex organizations. She also has a depth of expertise with merger, acquisition and divestiture end to end delivery, Human Resources management and total reward programs. Prior to working at PayPal, Tashi worked as the VP of Global Benefits and Employee Mobility at HP, the Global Director of Benefits for Dell Inc., Director of Regional HR for Dell Inc. and has held various roles in benefits and HR at Hewlett Packard Company, BP, Compaq and Kellogg Brown and Root.



At PayPal, we believe that now is the time to democratize financial services so that moving and managing money is a right for all citizens, not just the affluent. We are driven by this purpose, and we uphold our cultural values of collaboration, innovation, wellness and inclusion as our guide for making decisions and conducting business every day. It is our duty and privilege to be customer champions and put those we serve at the center of everything we do.

DEPARTMENT BREAKDOWN

WHAT ARE YOUR KEY DEPARTMENTAL OBJECTIVES OVER THE NEXT 6 TO 12 MONTHS?

Building the Global Benefits Function; building longer-term strategy; innovating for the future

WHAT IS YOUR CURRENT TECHNOLOGY STACK?

Needs a complete rebuild

HOW MANY PEOPLE REPORT TO YOU (BOTH DIRECTLY AND INDIRECTLY)?

15

NUMBER OF EMPLOYEES AT COMPANY?

3,100

WHAT IS YOUR TOTAL BUDGET OVER THE NEXT 12 MONTHS PERIOD?

Up to \$10 million

PROJECT INSIGHTS

PROJECT OR INITIATIVE DESCRIPTION

We are building a new Global Benefits Function - establishing foundational infrastructure while delivering a large, complex organization.

WHAT NON-BUDGETARY CHALLENGES DO YOU ANTICIPATE?

Building the team necessary for optimal delivery

WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH? Orgs that specialize in mental health/employee wellbeing, Rewards & Compensation management.

WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?

6 months

WHAT IS YOUR BUDGET FOR THIS PROJECT?

\$5m

What technology/services are of strategic importance to you in the next 12 months?

Please indicate level of need/importance below.

We realize everyone has priorities, so we asked the delegates theirs. This is so that we can create a more personalized experience for all our attendees.

Redefining Human Capital Through the Power of AI	B
Convergence of Employee Rewards & Employee Compensation	A
Empower Employees with Whole Person Self-directed Micro-Learning	D
Human Capital Management	D
Improving Hiring and Retention Strategy with Pay Access	C
Personalized Learning and Skilling to Enhance Engagement & Retention	C
Automating Employee Self Help with a Virtual Assistant	D
Integrating IT Support into Your Collaboration Tools (Slack and Teams)	E
Driving Employee Health and Community Among a Remote/Hybrid Workforce	A
Employee Well-Being and Engagement Solution	A
High Volume Recruitment	D
Building the Workforce of the Future	C
Focusing on Continuous Talent Transformation to Improve Business Results and HR Tech Value	D
Workforce Planning and Strategy	D
The Future of HR Service Delivery - Redefining the Employee Experience	C
Workforce Mental Health	A
Uncover How Your Employees Feel About Their Work and Company Culture	B
Use Feedback to Drive Higher Retention, Job Satisfaction, and Productivity	D
Create a Diverse, Equitable, and Inclusive Workplace With Employee Insights	C
Soft Skills Assessment Platform	E
Finding and Retaining Diverse and Hard-To-Find Talent	D
Workforce Architecture: Talent Mobility & Reskilling	D
Hire Anyone, Anywhere in the World Simply and Compliantly	D