

Paul Wolfe



**Human First Leadership Advocate
Former HR Exec @Indeed, @CondeNast, @Match
Host of 52 Humans, Author Human Beings First
1 husband. 3 dogs. NY.**

Long Bio

Paul Wolfe is a Human First Leadership Advocate who champions the development of workplace cultures built on authentic connection, shared vulnerability, and purpose-led performance. Wolfe came to this mission from an over two decade resume as an HR executive, and his lived experience of seeking to show up—and view others as humans before titles.

Wolfe currently serves as a board member at PayScale, and as an HR Venture Advisor for SemperVires Venture Capital. He is also the host of the *52 Humans* vlogcast, a live weekly video podcast on the human side of workplace experiences, and the author of *Human Beings First, Practices for Empathetic, Expressive Leadership* (2023). Paul spends much of his time speaking to and leading workshops for organizations, companies and teams on a variety of topics in HR and leadership.

Prior to his current endeavors, he served as the inaugural SVP/Head of Human Resources for Indeed, the world's #1 job site. During his almost 8 years at Indeed, he helped the company grow from hundreds of employees to over 12,000. While this rapid growth was happening, Paul was laser focused on culture; employee engagement; diversity, inclusion, and belonging; and employee growth and development. From March 2020 through the end of 2021, he helped the organization navigate COVID-19 with the primary focus being the health and safety of Indeed's employees.

It was during this time that Paul decided "Human First Leadership" meant embodying the ideals he espoused by including his own struggles with mental health in the pandemic in his weekly to his 10k+ coworkers. From his moment of vulnerability came hundreds of others as he received an outpouring of support and telling of shared experiences. This inspired Paul to ultimately depart Indeed to focus his next chapter on writing this ethos into the culture of today's most prominent organizations.

Prior to his role at Indeed, he served as Vice President, Senior Vice President, and Chief HR Officer at a number of well-known companies, including Match.com, Ticketmaster, Orbitz and Conde Nast. He has a bachelor of science degree from Nova Southeastern University and lives with his husband and their three dogs in New York.

Looking for a speaker for your conference, or an experienced operator to guide your leadership team? Learn more and reach out at paulwolfe.com





Medium Bio



Paul Wolfe is a Human First Leadership Advocate who champions the development of workplace cultures built on authentic connection, shared vulnerability, and purpose-led performance. Wolfe came to this mission through two decades of service as an HR executive, and his lived experience of seeking to show up- and view others, as humans before titles. Paul is a leading authority on workplace culture after having served as an HR Executive at some of the world's most prominent companies including Indeed, Conde Nast, Match.com and others.

Wolfe currently serves as a board member at PayScale, and as an HR Venture Advisor for SemperVirens Venture Capital. He is the host of the *52 Humans* vlogcast, a live weekly video podcast on the human side of workplace experiences, and is the author of *Human Beings First, Practices for Empathetic, Expressive Leadership* (2023). Paul enjoys much of his time speaking to- and leading workshops for, organizations, companies and teams on a variety of topics in HR and leadership.

Paul lives with his husband and their three dogs in New York. Learn more and reach out at paulwolfe.com

Media Presence



Entrepreneur



THE WALL STREET JOURNAL.

Social Media



10,100+

LinkedIn
Followers

12%

Monthly follower
growth rate

102,286

Monthly
Impressions



Paul's Book

Human Beings First

The way we live and work has changed since the COVID-19 pandemic and there's no going back. Companies that will thrive in this new era are the ones that will evolve to adopt new ways of working and leading.

[Learn More →](#)



"Leaders cast a long shadow, and their daily choices about inclusion and belonging at work can make or break a workplace. In this book, Wolfe wisely focuses on 8 ready-to-apply principles, each vividly illustrated, to help us evolve towards a new definition of how to show up for ourselves and others, to unleash the potential of cultures where everyone can thrive. A must-read!"

Jennifer Brown Founder, Jennifer Brown Consulting (JBC), and Best-selling Author, *Inclusion, Beyond Diversity*, and *How to be an Inclusive Leader*



"Paul Wolfe's work puts humanity back into management by declaring what good leaders know— but at times need to learn anew: that a focus on empathy, belonging, and psychological safety is the shortest path to greater culture, and greater performance. Paul's deeply personal and profound experience from decades of practice make him credible in guiding leaders back to their first and most critical priority: seeing all those they work with as Human Beings First."

LaFawn Davis SVP, ESG
at Indeed.com

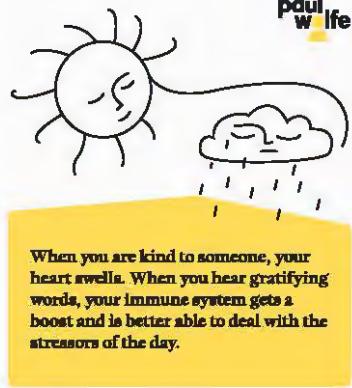


"As an executive recruiter, I think of Paul as a pioneer who has built and scaled great cultures; any leader can learn a tremendous amount from him. What he makes uniquely tangible in *Human Beings First* is how to practically improve the skill of vulnerability in the face of human challenges which is critical to getting and succeeding in the most sought-after roles today."

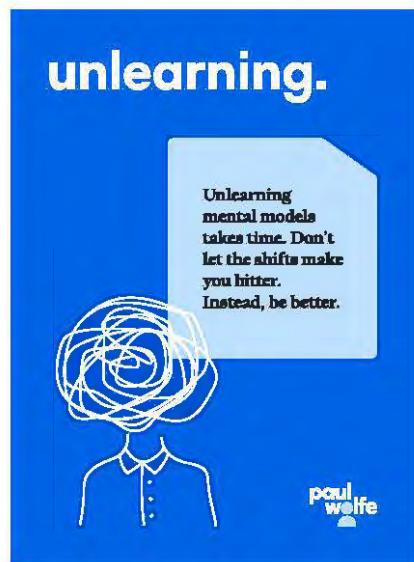
Jana Rich Founder and CEO,
Rich Talent Group

Philosophy

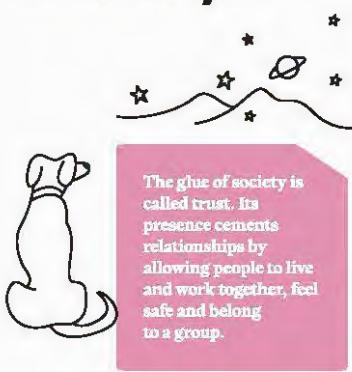
Paul's philosophy is shared widely through his social media, and is derived from real experience in his multi-decade career in HR: We all have titles and labels that we're given, or that we use to describe ourselves, these words influence how we're treated, how we treat others, how we experience the world around us, and their impact doesn't stop at work's door . . . Because before we're those titles and labels - we're human beings first, and we need to lead like it. This is Human First Leadership.



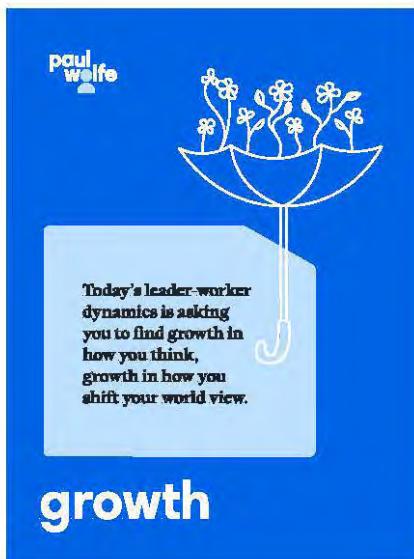
kindness.



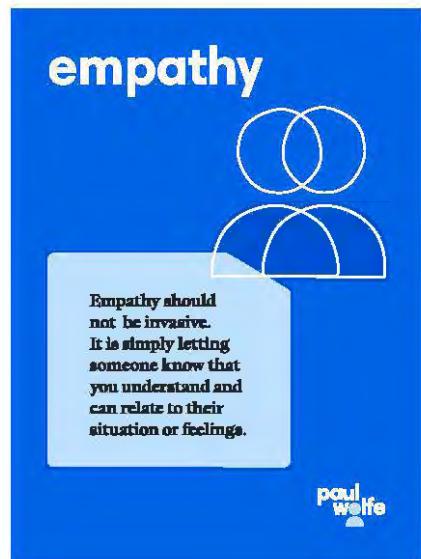
curiosity.



trust.



growth



The Vlogcast



Weekly stories on the human side of workplace experience.

52 Humans is a short, inspiring video podcast that features a new guest each week with a story of Human First Leadership; approaching business decisions, policies and everyday interactions with humanity as the first priority. Each week's story is a virtual hug for the soul, preparing us for a challenge we may not have faced, and energizing us to transform how we lead and experience the places we work.

[View all episodes →](#)

EPISODE 1 • Feb 16, 2021
Navigating COVID and George Floyd Through Vulnerability
A CONVERSATION WITH
Carmen

EPISODE 2 • Feb 23, 2021
Human Connection and the Future of Work
A CONVERSATION WITH
Edie

EPISODE 3 • Mar 2, 2021
Taking Space in Moments of Crisis
A CONVERSATION WITH
Angela

EPISODE 4 • Mar 9, 2021
Breaking through anxiety and discomfort by walking through it together
A CONVERSATION WITH
Erin

EPISODE 5 • Mar 16, 2021
Supporting collective wellbeing and taking the scary step first
A CONVERSATION WITH
Jennifer

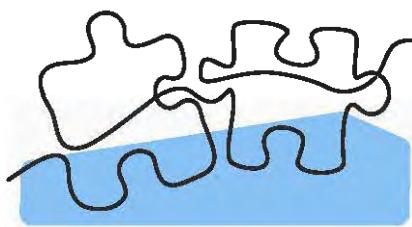
EPISODE 6 • Mar 23, 2021
Leading with Empathy and Compassion when Charged with Responsibility
A CONVERSATION WITH
Paul Wolfe

Work with Paul



Speaking

Paul is an engaging, passionate storyteller with a foundational message that we all benefit from Human First Leadership.



Workshops

Paul's workshops are designed to support leaders to build more meaningful and positive workplace cultures.

Paul's Keynotes:

Human First Leadership

- Acknowledging that people's identities affect their lived experiences
- Finding compassion for daily challenges
- The sustainable road to success: empathy

People First Processes

- Rethinking decades old HR processes
- The "behind the scenes" of HR
- Setting up feedback mechanisms to continuously evolve and better culture

The Future of Work

- The pre-pandemic working world is gone
- Work/life integration over work/life balance
- Flexibility is key - how, where, why people do the work that companies ask them to

Advisory + Strategy

From start up to large company, Paul has over 20 years of experience in HR strategy development and rethinking HR processes.





Get in Touch!



[Download Images](#)

To schedule Paul for your next event, contact him at

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paulwolfe.com

IND
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For modified assets or modified brand language, reach out to Paul's personal brand agency, **INDIVIDUAL™**

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