HANNAH SPELLMEYER

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CHIEF PEOPLE OFFICER / ORGANIZATIONAL TRANSFORMATION & SCALE

EXECUTIVE PROFILE

Business-focused Chief People Officer and strategic advisor to CEOs, boards, and investors across capital-constrained transformations and global hypergrowth. Shapes organizational design, executive compensation, workforce strategy, and leadership effectiveness with financial discipline; builds People capabilities for sustainable scale.

SELECTED EXECUTIVE IMPACT

ENTERPRISE TRANSFORMATION / Led enterprise restructurings, including multiple workforce reductions, and advised CEOs and Executive Teams on organizational redesign, leadership transitions, and workforce alignment through growth and transformation.

GLOBAL LEADERSHIP / Built and scaled cross-functional teams across North America, Latin America, Europe, the Middle East, and Asia-Pacific, aligning organizational structures, leadership capabilities, and talent strategies with business growth.

FINANCIAL & WORKFORCE STRATEGY / Shaped workforce and cost strategies supporting $18M in annualized operating expense reductions and restructures generating $24M in annual payroll savings.

BOARD & EXECUTIVE ADVISORY / Advised CEOs, CFOs and Compensation Committees on executive pay, incentive architecture, equity strategy and workforce decisions.

PROFESSIONAL EXPERIENCE

SLINGSHOT AEROSPACE | Chief People Officer, Senior Vice President | Jul 2024–May 2025; Dec 2025–Oct 2026

Aerospace/Defense Tech | ~150 → 240 employees | Valuation $180M post-money → $750M pre-money valuation | Revenue ~$35M → ~$57M

Chief People Officer, SVP (Dec 2025–Oct 2026) | VP People (July 2024–May 2025)

Recruited back as Chief People Officer in December 2025 as the company emerged from a period of significant cost constraints, resuming leadership of the People function through its next phase of growth and transformation.

- Advised CEO on a 100+ person technology transformation, unifying Engineering, AI, R&D, and Product under CTO leadership; navigated executive transitions and enabled the first integrated technology and product roadmap.
- Established cross-functional workforce planning connecting contract economics, labor utilization, and sales pipeline probability resulting in margin protection and revenue acceleration.
- Partnered on enterprise cost optimization, developing workforce scenarios and board-level forecasts supporting $18M in annualized operating expense reductions.
- Shaped executive workforce plans with Finance, challenging leadership sequencing, management capacity, and functional dependencies to align investments with strategic priorities and capital constraints.
- Advised CEO, CFO, and Compensation Committee on executive pay, market-based compensation, and board-approved revenue- and EBITDA-linked incentive framework; advised on equity capacity.
- Reduced first-six-month attrition from 11% to 4.4% (60% relative reduction) following redesigned selection, interviewer training, onboarding, and manager accountability.
- Rebuilt People organization from three to nine and introduced company-wide goals, manager enablement, engagement measurement, and scalable People operations.

DITTO | Vice President, People | May–Dec 2025

Series B software company | $136M raised | ~160 → 200+ team members

- Turned around People and Talent functions, rebuilding the team from three to seven and strengthening management accountability, compliance, and hiring execution.
- Increased monthly hiring pace 66% (6 to 10), reduced time-to-fill from 40+ to 19 days, and supported 53 H2 hires versus 38 in H1 (39% increase).
- Reduced recruiting expense 24% ($54K to $41K monthly) and annual technology spend from $66K to $28K; led TriNet-to-Sequoia/Rippling transition with forecasted 82% administrative fee savings.
- Enabled continuous global customer support through establishing a compliant, multi-country, three-tier engineering on-call model.
- Introduced manager performance playbooks and coaching; managed 35 exits while keeping regrettable turnover broadly stable and remediating international classification gaps.

YUGA LABS | Vice President, People | Aug 2022–May 2024

Global Web3 company | $450M Seed Funding | 160 → 200+ team members

- Reported to CEO as executive leadership team member; built a 10-person People function serving ~200 employees and contractors across 13 countries.
- Led three restructurings (12%, 32%, and 36%) generating ~$24M aggregate annual payroll savings; integrated people, payroll, and benefits across three acquisitions.

- Partnered with a16z on equity transition from RSUs to ISOs; worked with a16z, GV, and Thrive Capital on executive talent initiatives.
- Established compensation philosophy, market salary/equity bands, career levels, performance cycles, and acquisition-related incentive arrangements.

CHAINALYSIS | Talent Acquisition Leadership | Aug 2018–Aug 2022

Global blockchain data company |$15M → $600M funding | <$20M → $200M+ ARR | ~80 → 800 employees

Director, Global Talent Acquisition (Dec 2019–Aug 2022) | Global TA Manager (Jan–Nov 2019) | Senior Recruiter (Aug–Dec 2018)

- Joined as first recruiting hire (employee #83); built a 20-person global Talent Acquisition organization across the US, London, and Singapore.
- Partnered with Benchmark and Accel investment teams on executive search and leadership talent strategy during global hypergrowth.
- Supported 375+ hires and 160%+ workforce growth in 2021; built structured interviews, candidate profiles, and scalable global hiring workflows.

EARLIER EXPERIENCE

Stott and May / Executive Recruiter (2017–2018) | Godshall Professional Recruiting / Recruiter (2014–2017) | Greenville Department of Mental Health / Mental Health Counselor (2012–2014)

EDUCATION

University of Georgia / B.A., B.S., summa cum laude; Phi Beta Kappa | Clemson University / M.Ed., summa cum laude