

Charisse Fontes

Executive & People Ops Advisor

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about

Trusted partner to founders and executive teams, with 15+ years aligning business strategy with people, culture, and operations. I help leaders navigate people, culture, change, and the complex decisions that come with running an organization, so humanity and high performance can grow together.

how I help

Executive advisory

Founder and CEO partnership, decision support, leadership alignment, operating rhythms

People operations

Org design, onboarding, performance systems, the full employee journey

Culture & change

Growth, restructures, acquisitions, trust repair, building Humanity Departments

experience

Crossroads Live North America

July 2023 to present

VP of People, now Humanity Advisor

Established and led the Humanity Department across 100+ touring talent and internal teams. Partnered with the CEO and executive producers on decision-making structures and leadership cadences, and designed onboarding for 10+ touring productions.

Culture Circle

June 2016 to present

Founder, People & Culture Advisor

Advise founders, CEOs, and executive teams through launches, restructures, growth, and pivots. Fractional leadership, org design, trust repair, and internal comms. Clients include Facebook, AccuWeather, CLEO, and New York Women's Foundation.

Betts Recruiting

2019 to 2020

VP of People

Partnered with the CEO on planning, leadership cohesion, and a cultural reset during organizational transition. Increased retention by 35% across a 75+ person agency.

Imgur (acquired)

2017 to 2019

Senior People Operations Manager

Scaled people programs through high growth to 125 people. Redesigned onboarding, boosting effectiveness by 57%, and partnered with executives on engagement and retention.

Kiip (acquired)

2011 to 2016

Head of People & Culture

Built the People function from the ground up as employee 13. Partnered with the CEO and COO on hiring, leadership development, and communication through acquisition.

Earlier: PlayStation, Amgen, Jones Lang LaSalle

beyond

Author of How To Keep Your Company Culture From Going to Sh!t; founder of Humanity Power, a 501(c)(3); international speaker on culture and humanity; certified birth doula; organizational anthropology and leadership studies.