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tristancouvares (LinkedIn)

thetstartupaccelerator.com

(Portfolio)

github.com/tristancouvares (Other)

Top Skills

Recruiting

Technical Recruiting

Advertising

Certifications

Divide and Conquer, Sorting and Searching, and Randomized Algorithms

Programming with Google Go

Tristan Couvares

Don't join an easy crowd; you won't grow. Go where the expectations and the demands to perform are high.

Los Angeles, California

Summary

My MVV:

- 1) People come first. Always. Success stems from execution, not just idea.
- 2) I'm a technologist and engineer first and a team builder second.
- 3) One bad leader will destroy a company so have zero tolerance for dysfunctional leadership.
- 4) You are what you repeatedly do. Therefore, excellence ought to be a habit, not an act.
- 5) Ego is the anesthesia that deadens the pain of stupidity. Pride is the burden of a foolish person.

Most importantly: Find your broom.

Explained: John Wooden coached basketball at UCLA for a living, but his calling was to impact people, and with all those national championships, guess what he was found doing in the middle of the week? Going into the cupboard, grabbing a broom and sweeping his own gym floor. Do you want to make an impact? Find your broom. Every day of your life, you find your broom. You grow your influence that way. That way, you're attracting people so that you can impact them.

What's that all mean?

I am a professional talent and people operations leader with over ten years of experience with expertise in Human Resources, Talent Acquisition & Management, Talent Development, Retention, Workforce Planning, and Organizational Design.

Additionally, I am an engineer. It started with me teaching Visual Basic to my fellow high school students. It extended to me having three different engineering roles before the age of 20 (one was on

campus at UConn). I stay a student for life, so I have never stopped learning cutting edge technologies, and if you want to find it — my codes out there...always open source.

I worked for Credit Suisse doing M&A for TMT companies as such I've raised a considerable amount of venture capital for our startups as well consulted with Fortune 500 media and tech firms in corporate development, finance and strategy roles previously.

I don't know what you call that...please feel free to send suggestions :)

Experience

The Startup Accelerator

CEO + Founder

January 2012 - Present (8 years 6 months)

Santa Monica, CA

The Startup Accelerator offers several high-value engagement services including strategic advisory, business incubation, interim executive management, executive search and leverages its venture arm for corporate finance, merger & acquisition and fundraising activities.

TrueCar, Inc.

Team Lead

January 2010 - December 2012 (3 years)

Santa Monica, CA

TrueCar, Inc. is an online automotive information and communications platform focused on creating a better car buying experience for dealers and consumers. Consumers want a hassle-free car buying experience and dealers want high-quality sales velocity.

Robert Half

Staffing Manager

July 2008 - December 2010 (2 years 6 months)

Greater Los Angeles Area

Founded in 1948, Robert Half (NYSE symbol: RHI), the world's first and largest specialized staffing firm, is a member of the S&P 500 index and the Forbes Global 2000. We are a global leader in professional staffing and consulting

services and the parent company of Protiviti®, a leading independent internal audit and business and technology risk consulting firm.

Credit Suisse

Investment Banking Summer Analyst

May 2007 - September 2007 (5 months)

Greater Los Angeles Area

Investment Banking and Capital Markets, focus TMT.

Education

University of Connecticut

Bachelor of Applied Science - BASc & Bachelor of Science, Applied

Mathematics & Economics