

We sat down with Hannah Kaplan, Director of Organizational Development, to discuss her current role at Altera, why she believes Altera's diverse and collaborative team is the differentiator among other firms in the industry, and what she feels is her most notable achievement so far at Altera.

Q: What is your role at Altera?

As Director of Organizational Development, I oversee all tactical people-related functions like talent acquisition, performance management, payroll, and more. I also support the Leadership Team in identifying opportunities for corporate development and organizational effectiveness and then working with departments or teams to carry out a project plan.

Q: What led you to Altera?

I first heard about Altera through a connection of mine that happened to be an investor at the firm. He knew Altera was looking for someone to oversee their People functions and connected me to the CEO. I was very unfamiliar with the space, but quickly came to understand the firm's unique position in the marketplace and the potential for long-term growth.

Q: What do you think differentiates Altera from other firms?

Our team. We're a group of highly passionate, hard-working, and collaborative people, who come from different backgrounds but are motivated by a shared set of firm values and driven by excellence.

Q: Tell us more about your experience in the industry.

Before joining Altera, I spent most of my career at a mid-size consultancy in Atlanta in Talent Acquisition and HR Project Management.

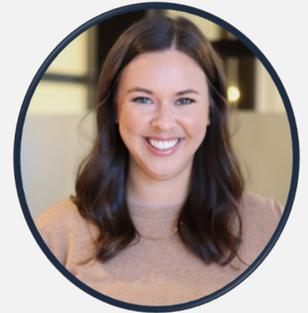
Q: Describe Altera in 3 words.

Knowledgeable, genuine, and fun.

"We're a group of highly passionate, hard-working, and collaborative people, who come from different backgrounds but are motivated by a shared set of firm values and driven by excellence."

Q: Favorite quote or motto:

"Save where you can so you can spend where you shouldn't."



Hannah Kaplan
Director of Organizational
Development

Q: What's the best piece of career advice you have ever received?

A course I took a few years ago called Crucial Conversations has really stuck with me. It teaches a 9-step strategy on how to facilitate difficult discussions and generate tangible outcomes while maintaining psychological safety as a priority. I've found these principles to be incredibly impactful in both my professional and personal lives.

Q: Recount a notable achievement, experience, or your favorite initiative so far at Altera.

I'm very proud of the employee-centric updates made recently to our employee handbook. Most specifically, the expansion of our maternity leave policy to be inclusive of paternity and parental leave options for non-birthing parents. Now, every employee regardless of tenure or status at the company can take advantage of paid leave when they choose to expand their family.

Q: What is something you enjoy doing when you are not at work?

I'm an avid cook and baker so I'm usually whipping up dinner or baking something to bring to the office. But as much as I love to cook, I equally love dining out and experiencing new restaurants and cuisines. On the weekend you can find me playing tennis, going on walks in the park, or spending time with family.