

Werner Geyer, Ph.D.

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SUMMARY

Strategic innovation leader with 25 years of experience in applied HCI, UX, and AI research, seeking innovation leadership role. Drove AI and UX innovation at IBM Research, leading cross-division strategies, and impactful product development. Expert in Human-Centered AI, HCI, UX, Collaboration & HR technology innovation, and research management.

WORK EXPERIENCE

IBM Research

Cambridge, MA

Senior Manager & Principal Research Scientist

2017 - Present

- Lead a multidisciplinary department focused on ideating, designing, developing, and validating trustworthy and effective AI innovations for IBM's AI product portfolio in close collaboration with product design, user research teams, and academic partners.
- Manage a portfolio of ~15 research projects in Human-Centered AI, encompassing areas such as automated data science, visual AI, Human-AI collaboration, and AI explainability.
- Develop and establish [corporate design principles](#) for generative AI products used by 3K designers and 10 IBM AI products based on our design and user research.
- Contribute to the creation and launch of key AI products and features with attributable revenue of ~\$30M and ~\$10M savings based on my team's research, including AutoAI, Watson Orchestrate, FactSheets, Watson Assistant, AuthorWorkbench, Recognition Bot with >10K internal users.

Global Strategy Lead for Human-Centered AI

2021 - Present

- Establish and guide a strategy team in Human-Centered AI setting directions for future research across 3 global labs launching 5 new research projects per year that are aligned with business objectives, and collaborate with senior research leadership across divisions to establish and communicate scientific and business directions.
- Represent and enhance the visibility of organizational strategy internally and externally, and elevate external eminence through joint academic initiatives with MIT, Stanford, Georgia Tech and RPI.

Recruiting Program Manager for Global AI Research Organization

2017 - 2022

- Collaborated with talent acquisition to enhance the AI research division's recruitment processes, and successfully recruited initial staff of a prominent AI lab, achieving a significant milestone of 70+ candidates in the first year.
- Implemented and applied cutting-edge technologies and tools to candidate pool, such as AI-based candidate evaluation systems and Python scripts for efficient data handling during the selection process.
- Developed robust sourcing strategies for key AI events, including targeted email campaigns, comprehensive assessments, and on-site interview facilitation with a pipeline of ~20K candidates, while effectively promoting the company's employer brand.

Manager & Principal Research Staff Member

2015 - 2017

- Managed a team of researchers focusing on the development of a new conversational AI platform, leading to the creation of advanced chatbot solutions for enterprise applications and directed investments of a \$2M product innovation fund jointly with the collaboration products business unit.
- Collaborated with the Human Resources department to implement conversational assistants aimed at streamlining the onboarding process and enhancing employee engagement initiatives with >\$10M attributable savings.
- Contributed to the design and strategic vision for key projects, including innovative productivity tools within email systems and interactive platforms such as Selfiestation and Engage@IBM with >10K users.

Research Manager & HCI Community Lead

2011 - 2015

- Managed an interdisciplinary team responsible for the design, development, and evaluation of new technologies, focusing on online communities and social analytics such as employee engagement dashboards utilizing sentiment analysis of company social media.

- Directed the global HCI research community with global co-leaders, including organizing a speaker series and the managing the sponsorship of major HCI conferences.
- Led joint work with Human Resources and the CIO office to create novel products including Enterprise Crowdfunding, Social Pulse, and Kenexa Survey Analytics with >\$20M attributable savings and >\$10M revenue.

Research Staff Member & Product Engineer 2002 - 2010

- Led multi-disciplinary project teams, conducting research in social computing, recommender systems, and group collaboration, successfully leading to the productization of innovative enterprise tools & technologies such as IBM Connections and Activities with more than 65K internal users and >\$300M revenue.
- Directed a small product team of 5 software engineers as architect and software engineer in IBM Software group to productize and ship a novel collaboration product within the IBM Workplace product family.

EDUCATION

University of Mannheim 1995 - 1999

Ph.D. Computer Science, Dissertation: "The digital lecture board – Concept, Design, and Implementation of a Whiteboard for Synchronous Teleteaching"

University of Mannheim & Institut Eurécom 1990 - 1995

M.S. Computer Science & Business Administration (Information Technology), Master's Thesis at Eurécom, France: "Stream Synchronization in a Scalable Video Server Array"

Graduated Best in Class (Top 1%) & Won a Best Paper Award for Thesis

CERTIFICATIONS

Deep Learning, Coursera, DeepLearning.AI, Andrew Ng	2020
Machine Learning, Coursera, Andrew Ng	2015
Data Analysis and Statistical Inference, Coursera, Duke University	2014
Leadership Excellence, IBM	2005

AWARDS & EMINENCE

- ACM Distinguished Member 2024, ACM
- 100+ Publications (H-Score: 42)
- 40+ Patents
- 10+ Outstanding Technical Achievement Awards 2002-2024, IBM
- 5 Best paper Awards, CHI, RecSys, AACE, IEEE
- Outstanding People Manager Award 2017, IBM
- Founding editor of the Human-Centered AI publication on Medium, 2023
<https://medium.com/human-centered-ai>
- Recognition of Service Award 2016, ACM
- Organizing Committee, Reviewer, Invited Speaker roles at top scientific venues and customer events 2002-2024
- My work has been covered by popular press including [The Atlantic](#), [Harvard Business Review](#), [Yahoo Finance](#), [Business Week](#) (print-only), CNN and others

SKILLS

Leadership • Strategic Thinking • User Experience • User Research • HCI • Design • Artificial Intelligence • Generative AI • Project Management • Communication • Patenting • Software Architecture & Programming Languages • Databases • Web Development • Mentoring • Ideation • People Management