

# MICHAEL LAURENCE OLIVIER

STAFF / PRINCIPAL UX DESIGNER • UX DESIGN ENGINEER • DESIGN TECHNOLOGIST

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## PROFILE

Design leader and technologist with 14 years of experience creating complex digital products across enterprise software, consumer platforms, personalization, publishing, and AI-driven experiences. Combines product design, design engineering, advanced prototyping, and systems thinking to turn ambiguous concepts into working experiences quickly. Known for bridging design and engineering, leading through influence, mentoring designers, and creating scalable workflows that multiply the impact of design teams.

## CORE EXPERTISE

### PRODUCT & DESIGN

Product design • Interaction design • AI product design • Advanced prototyping • Information architecture • User testing • Product strategy • Accessibility

### LEADERSHIP

Cross-functional leadership • Mentorship • Influence without authority • Systems thinking • Stakeholder alignment • Change leadership

### DESIGN ENGINEERING

React • JavaScript • TypeScript • HTML • CSS • Git/GitHub • Component libraries • Design-system implementation

### TOOLS & SYSTEMS

Figma • Cursor • Lovable • ChatGPT • Adobe CC • Sketch • Jira • Confluence • Miro • FigJam • Workday Canvas • Sana

## PROFESSIONAL EXPERIENCE

### WORKDAY | Senior UX Designer

2019-2026

- Led design across Workday's skills-based Talent experiences, beginning with Talent Marketplace and Gigs and expanding to a skills model that influenced Talent and adjacent HCM product pillars
- Established a working product model for how skills operate across the Workday ecosystem, creating reusable interaction concepts that helped teams treat skills as a foundational capability rather than an isolated feature
- Built and maintained high-fidelity React prototypes for strategic product exploration and Workday Rising, translating emerging concepts into realistic, interactive experiences before production development

- Established a collaborative React prototyping practice using GitHub, Workday Canvas, Sana components, and shared codebases, reducing concept-to-working-prototype cycles from weeks to hours
- Scaled design-engineering practices across approximately 30–40 designers spanning multiple teams through mentorship, shared codebases, reusable patterns, and hands-on leadership
- Developed a working model for turning traditional product designers into design engineers, enabling real-time collaboration in code and maintaining interactive prototypes as shared sources of truth
- Led experience design for Sana Coach, an AI-first product concept for Workday Rising 2026, defining how agentic experiences could support managers, individual contributors, and people leaders across performance, development, and coaching workflows
- Designed a vision for continuous performance management spanning real-time feedback, ongoing goal tracking, personalized coaching, Performance Management, 360 Feedback, Learning, and career development
- Partnered across product, design, engineering, & leadership to translate Workday's agentic-first strategy into concrete interaction models, reusable patterns, & demonstrable experiences
- Mentored junior designers at Workday and design students from San Francisco State University (2020–2022) through the Diversify by Design (DxD) program.

## **AOL / YAHOO | Senior UX Designer**

**2014-2019**

- Joined AOL following its acquisition of Gravity and continued into the combined AOL, Yahoo, and Verizon organization that became Oath
- Designed the backend publishing interface used across AOL- and Yahoo-owned brands, including Yahoo.com, Autoblog, and The Huffington Post, enabling editorial teams to source and manage external content from providers such as the Associated Press and Getty Images
- Led branding, UI/UX, and product design within the Publishing organization, balancing multiple brands while creating reusable interaction models and shared platform experiences
- Contributed to the Yahoo design system, developing reusable interface patterns and visual standards supporting product consistency
- Designed reusable weekly player-highlight experiences for Yahoo Fantasy Football, creating motion concepts in Adobe After Effects that were translated into coded templates
- Collaborated across product, editorial, engineering, and design organizations supporting some of AOL and Yahoo's highest-visibility consumer properties

## **GRAVITY | UX Designer**

**2013-2014**

- Designed user experiences supporting Gravity's personalization technology and consumer-facing content recommendation products
- Translated complex personalization and recommendation concepts into approachable product and interaction experiences within a fast-moving startup environment
- Collaborated across UX, product, visual design, and engineering

## ADDITIONAL EXPERIENCE

### **Independent Designer | Consultant**

Freelance web, identity, print, and marketing design for clients in North Carolina and Colorado

### **The Health Adventure | Creative Director**

Led brand, visual design, museum communications, campaigns, educational materials, and multidisciplinary creative initiatives

### **Park Ridge Health | Lead Graphic Designer**

Led graphic design & visual communications within the marketing organization

## EDUCATION

### **Warren Wilson College — Bachelor of Arts, Philosophy**

## SELECTED CAREER IMPACT

- Reduced React prototype development from weeks to hours through shared, design-system-based workflows for real-time collaboration
- Expanded design-engineering practices across approximately 30–40 designers through mentorship, shared codebases, and reusable prototyping methods
- Created a skills model that influenced Talent and adjacent HCM product pillars across Workday
- Designed the core publishing-management interface used across major AOL- and Yahoo-owned media brands
- Led design for Workday's AI-first Sana Coach product space, applying agentic interaction models to continuous performance management, employee development, feedback, and coaching