



# Clay Parker Jones

Senior Director, Org Design & Development, Airbnb  
Current position since December 2024

## WORK HISTORY

Dec 2024 – Present

Director, ODnD, Airbnb

2021 – 2024

Chief Strategy Officer, Black Glass

2019 – 2021

Executive Director, Org Design, R/GA

2015 – 2019

Co-Founder & President, August Public

2009 – 2015

Strategist → Partner, Undercurrent

## EDUCATION

B.A., Diplomacy & World Affairs,  
Occidental College (2004)

## CONTACT

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## CONSULTING

**AIRBUS** *Johnson & Johnson*

**Dropbox** **AMERICAN EXPRESS** *elf*

**PEPSICO** **LEGO** **MCDONALD'S**

**Munich RE** **UNITED**

**7 ELEVEN** **HYATT** **Advent Health**

**On the Job** Clay leads Airbnb's creativity-first Org Design & Development team, embedding pace-layered planning, decision-rights architecture, and skills-maturity frameworks that help Airbnb ship new ideas faster than ever.

**Personal** Married to Emily (real-estate pro); lives in Brooklyn with cat Ian. Former competitive cyclist, budding rowing junkie, obsessive cook, and weekend tennis player.

**Lessons Learned** Co-founding August taught Clay how transparent, employee-owned systems unlock productivity; leading Black Glass through hyper-growth proved the power of pattern-based OD at scale.

**In the Trophy Case** FastCompany Most Innovative Companies 2023 (Black Glass); Campaign US 40 Over 40; B-Corp "Best for World" rating for August; work profiled by Harvard Business School

**On the Bookshelf** Author, *Hidden Patterns* (Matt Holt, 2026)

**Talks** **Hidden Patterns**: How to implement modular designs that turn messy problems into repeatable wins.

**Organizing Slow & Fast**: How to layer solid systems with fast feedback loops to help businesses outrun disruption.

Both available as Keynote + Workshop



Onstage @ Transition

*"One of the things we got from the workshop was a way to unleash the value of our people. It is tied to efficiency, but that is more than just saving time. It is unlocking the value of what people can do and the impact they can make. We have great people. You helped us make it easier for them to do the work they are passionate about, and remove the barriers that were stopping them."*

– VP @ Multinational CPG

*"Clay's session was the catalyst we needed to flip our operating model on its head. By moving to mission-driven teams we're already seeing sharper focus, faster outcomes, and a surge of motivation. Leadership agrees we've hit the tipping point—our people can finally deliver the impact they're capable of."*

– VP @ Multinational Insurance Co