

Anthony Salvaggio

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SUMMARY

Nine years moving between technical operations, program management, and now AI product development, each stage exposing what the last one missed. Operations taught me that most problems live in the gap between what a process is supposed to do and what people actually do around it. Program management taught me that closing that gap takes stakeholder alignment before it takes a plan.

In practice that means noticing the workaround before it becomes the workflow, then building toward it without waiting for a formal charter. That instinct has produced AI-powered tools that started as personal fixes and ended up adopted enterprise-wide — a document intelligence system now sponsored for production integration, a multi-agent orchestration system coordinating 30+ agents, and a discovery platform now in integration talks with a platform serving thousands of employees.

What I bring to a team is the ability to spot the real problem before committing to a solution, build things that hold up under actual use rather than a demo, and pair that with enough stakeholder trust to skip the "prove it's needed" phase — trusted enough to be pulled onto a confidential 400+ headcount initiative ahead of the program's own core team.

EXPERIENCE

Apple Inc.

2017–Present

Project Manager, Learning & Development Operations

Oct 2025–Present

Owens AI product development and delivery within L&D Operations, from independently conceived 0-to-1 tools through enterprise rollout coordination for company-wide launches.

- Selected directly by the head of a 100+ person organization to serve as internal PM on a confidential, 419-headcount global hiring initiative, standing up restricted project infrastructure ahead of the program's own core team.
- Independently conceived, designed, and shipped an AI tool discovery platform as a 0-to-1 side project. Scaled it to 100–200 daily unique visitors with zero paid marketing, drawing unsolicited partnership interest from 3 enterprise teams and integration talks with a platform serving 6–10K employees per year.
- Architected a self-improving multi-agent orchestration system coordinating 30+ AI agents with routing, workflow chaining, and automated improvement proposals, evaluating 5 competing architectures before settling on the design based on real workflow analysis.
- Designed and shipped an AI-powered document intelligence product that indexed an organization's full content library end-to-end, presented directly to senior leadership and earning executive sponsorship for production integration.
- Built and live-operated an interactive readiness-tracking product used directly in a senior-leadership go/no-go meeting, enabling real-time status correction across 7+ workstreams. Independently verified data accuracy across 3 global regions, catching and correcting a methodology flaw before confirming zero discrepancies.
- Replaced a stalled 66-document manual audit process with a self-built workflow tool featuring keyword search, tagging, and audit tracking. Proved value live when a search request was completed in 3 minutes

versus an estimated week, earning unsolicited inclusion in a platform engineering team's active development roadmap.

- Designed and deployed a 149-person AI literacy survey, producing an executive findings report that surfaced critical readiness gaps (35%) and directly informed organizational AI strategy.

Project Manager, Business & Partner Support

Jan 2025–Oct 2025

Directed cross-functional delivery across departments during a high-ambiguity transitional period, managing stakeholder communication from senior leadership to vendors.

- Directed cross-functional teams of 5–15 members across departments, driving delivery against defined scope, milestones, and stakeholder requirements.
- Navigated fast-changing, ambiguous project conditions across concurrent workstreams through structured critical thinking and proactive re-planning.

Team Manager

Mar 2024–Jan 2025

Interim leadership over a 20-person technical support team, covering daily operations, performance management, and career development.

- Coached 3 colleagues through competitive internal selection processes. All three secured target roles after prior rejections, including team leadership, executive development, and rotation opportunities.
- Developed original interview preparation materials, including a STAR methodology presentation and story mapping template, and delivered structured mock interviews to build team members' interview confidence.

Technical Advisor

2021–2024

Contributed to org-wide technical initiatives spanning machine learning support and independent program ownership.

- Contributed to machine learning model development and data annotation, directly improving dataset quality and model performance.
- Led full project lifecycle for an org-wide initiative: scoped requirements, developed a web presence, created original branding, and executed a strategic program rollout.

Senior Advisor

2017–2021

Frontline technical support role establishing the performance track record that led into people and program management.

- Consistently exceeded expectations across all performance categories on annual reviews.
- Recognized with internal excellence awards in 2019, 2020, and 2021.

Verizon

2007–2017

Supervisor | Training Developer | Operations Coordinator | Advisor

Progressed from frontline advisor to supervisor across a 10-year span, owning team performance, training design, and delivery velocity.

- Managed team performance across concurrent projects, providing structured coaching and enforcing quality standards.
- Facilitated stand-ups and sprint reviews, identifying and removing blockers to maintain delivery velocity.
- Optimized resource allocation across multiple concurrent workstreams to meet deadlines and sustain team productivity.

EDUCATION & CERTIFICATIONS

- Google Project Management Professional Certificate | Coursera (2025)
- Lean Six Sigma Green Belt | Kennesaw State University
- Lean Six Sigma Black Belt | Kennesaw State University (In Progress)
- Fundamentals of Project Management | Johns Hopkins / Coursera
- Leadership Development Academy Graduate

SKILLS

AI & Emerging Technology

Agentic & Multi-Agent Systems, LLM Application Development, Prompt Engineering, Rapid Prototyping, 0-to-1 Product Development, AI Tool Integration

Technical

HTML, CSS, JavaScript, Python, Tableau, Data Analysis

Program & Product Operations

Cross-Functional Leadership, Executive Stakeholder Management, Ambiguity & Risk Management, Requirements Writing, Sprint Planning, Roadmapping, Agile/Scrum

Core Competencies

Executive Communication, Strategic Thinking, Systems Thinking, People Development, Business Insight