

Chipp Norcross



Chipp is a C-level executive, P&L owner, and operator with a track record of driving efficient and profitable growth for venture-backed startups ranging from early revenue to a \$60M+ run rate. He is known as an empathetic and dependable leader passionate about helping mission-driven companies achieve their full potential and building high-performance cultures based on trust and collaboration.

As the COO of Hum Capital, Chipp led the company from the early revenue stage to achieve US\$12 million in annual revenue and EBITDA profitability by developing new revenue streams, reducing costs, and implementing a professionalized management system. Chipp also brought a strong focus on building a collaborative and inclusive culture to Hum, helping to earn the company a spot on Forbes' list of Best Startup Employers in March 2023.

Before Hum, Chipp held multiple roles at Singularity University, most notably growing the Open Enrollment Executive Education business at an annual 38% growth rate to achieve US\$15 million in annual revenue over four years. Previously, Chipp held roles at consulting firms McKinsey & Company, Synecticsworld, and Lante Corporation, leading projects across multiple industries, focused on strategy, new product development, and technology implementation. He also ran Onboard Revenue operations, a \$450 million business unit at Royal Caribbean International, overseeing a growth of more than 15% over two years.

Chipp holds an MBA and an MS in Manufacturing Systems Engineering from Stanford University and a BS in Business Administration from Indiana University, with specializations in Computer Information Systems and Finance. He has extensive international work experience across multiple geographies, including Australia, Latin America, and Western Europe. Chipp is also an active volunteer as a board member, committee chair, and mentor for several organizations in the Austin area.