

HARVARD BONIN

Production and Portfolio Operations Leader

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EXECUTIVE PROFILE

Production and operations leader with 20+ years across EA, Sony, and Bethesda/ZeniMax and credits on 60+ shipped titles. Combines hands-on AAA development with publisher portfolio governance and 12 years supporting successive SVPs in a functional Chief of Staff capacity. Leads delivery recovery, translates executive priorities into operating practices, and develops production leaders across studios and publishing teams.

SELECTED RESULTS

- Launch readiness: Co-created and implemented End to End Readiness, helping reduce recurring preventable P1 launch issues from 2–3 per title to zero over a three-year period.
- Portfolio governance: Co-created the Project Milestone Framework and an operating model spanning 20+ departments, with milestone deliverables applied across 18+ titles.
- Executive delivery: Led acquisition-related catalog delivery one month ahead of schedule and supported portfolio governance across 4–6 concurrent AAA titles.

LEADERSHIP EXPERTISE

AAA Production • Portfolio Governance • Executive Operations • Delivery Recovery • Launch Readiness • Budget and Resource Planning • Cross-functional Leadership • Executive Communications • Producer Development • Process Design • AI Policy and Adoption

PROFESSIONAL EXPERIENCE

Bethesda Softworks / ZeniMax / Xbox | Production Director Publishing

2014–2026

Led studio-facing production from 2014–2023, then expanded portfolio operations and readiness programs from 2023–2026. Served as a trusted advisor and functional Chief of Staff to successive SVPs of Development and Operations.

- Turned executive priorities into cross-departmental policy, delivery standards, and operating processes; aligned studio leaders, publishing functions, and executive sponsors.
- Established milestone criteria and readiness checklists across development, QA, localization, certification, marketing, and release planning; converted recurring failures into standing release requirements.
- Joined Indiana Jones and the Great Circle during its final six months to support production recovery and on-time completion; rebuilt collaboration on The Elder Scrolls: Legends.
- Coached 12+ producers through dotted-line relationships, strengthening project judgment, accountability, and communication without relying on direct authority.

HARVARD BONIN

Professional experience continued

- Developed the ZeniMax Greenlight process and supported its initial adoption; partnered with project leaders on titles representing \$100M+ budgets and studios of 100+ people.
- Partnered with ZeniMax's AI Council on responsible AI usage policy and internal learning resources for production and operations.

Sony Interactive Entertainment Santa Monica Studio | Senior Producer

2007–2014

- Helped build an external development studio and team in Austin, supporting internal and external productions including Warhawk and Starhawk.
- Produced God of War: Ascension and God of War Collection; the Collection sold 2.5 million units against a \$1M production budget.
- Introduced Agile production methods during early development of the God of War reboot and produced a mobile title in the Fat Princess franchise.
- Managed relationships among Sony Worldwide Studios, executive leadership, and external development partners to align production decisions and delivery commitments.

Electronic Arts Westwood Pacific / EALA | Senior Producer

2001–2007

- Held production leadership roles across Command & Conquer: Red Alert 2, Generals, Zero Hour, and The Lord of the Rings: The Battle for Middle-earth.
- Helped establish Westwood Pacific in Irvine following EA's acquisition of Westwood Studios; contributed to studio growth and major PC strategy franchises.

Earlier career: Production at Virgin Interactive and Westwood Studios.

EXECUTIVE ENDORSEMENTS

"He doesn't just identify a problem or propose a framework and move on, he stays on it until it's delivered and adopted."

Erich Waas | SVP Global Operations and Technology, ZeniMax / Bethesda

"I believe Harvard would be an outstanding Chief of Staff or senior operational leader"

Todd Vaughn | Former SVP of Development, ZeniMax Media

EDUCATION AND CREDENTIALS

Master of Business Administration | Chapman University

Bachelor of Arts in Communications | California State University, Fullerton

PMP • PMI-ACP • Certified Scrum Product Owner

Member, International Game Developers Association