Himanshi Naredi

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Education

BSc Psychology | King's College London | First Class Honours
- **Relevant Modules:** Work and Organisational Psychology, Economic Psychology, Psychology of Sports and Human Performance, Research Methods, Psychology and the Individual, Social Psychology, Qualitative Skills.
- **Dissertation**: The Relative Importance of Automatic Processes Used in Physical Activity.

MSc Occupational Psychology | Goldsmiths, University of London | Distinction
- **Relevant Modules**: Assessment and Selection, Leadership and Talent Management, Training, Coaching and Counselling, Research Design and Statistics, Professional and Applied Research Skills, Organisational Behaviour.
- **Dissertation** The effectiveness of leadership development programs in corporate organizations between 2003 and 2023 – A Meta-Analysis.

Professional Experience

Freelance Business Psychologist | Self-Employed | January 2024-Present
- Virtually consulted with multiple companies in the United Kingdom, to address business-related challenges.
- Streamlined operations for a coaching organization by transitioning from Excel to MS Access, resulting in a **savings of 30+ calendar days** annually and **increasing efficiency by 40%** compared to 25% previously**.**
- Developed and implemented a client feedback questionnaire for a business consulting organization, **analysed data from 50+ clients**. Influenced key financial decisions by securing an **additional £10k** for marketing initiatives based on results.
- Evaluated **200+ candidate essays** using two separate **Behaviourally Anchored Rating Scales** in 4 days, for a psychometric company. Collaborated with stakeholders to ensure project completion ahead of schedule.
- Developed **3,500-word course material** on the psychology of financial fraud in UK financial services industry for a training organisation. Created 10 MCQs, recorded multiple voice-overs, and designed presentations, **boosting participant understanding by 30%.**

Industry Insights Lead | Association for Business Psychology (ABP) | November 2023-Present
- Scoping and defining the focus of the industry trends survey, identifying key areas of occupational psychology to explore in order to provide **insights for real work settings.**
- Developing a set of survey questions with collecting and analysing **data from over 500 professionals**. Utilizing complex statistical techniques to identify significant trends and patterns within the data set using MS Excel.
- Collaborating with cross-functional teams to develop a strategic plan for disseminating the report to key stakeholders and target audience, to **increase engagement and visibility of the Association by 30%** among professionals in the field.
- **Finalist for the Peter Saville Rising Star Award 2024** by the ABP for best achievement by an early career Business Psychologist.

Employee Wellbeing HR Associate | Overcome | Sept 2022-Jan 2024
- Coordinated and executed 5 employee well-being and team-building activities, such as 'Wellness Wednesdays' and 'Fitness Fridays'. Events resulted in a **20% increase in interdepartmental communications** and **employee attendance rates by 80%**. As indicated by employee feedback surveys, the events impacted morale and satisfaction.
- Supervised an intern to write and disseminate employee wellbeing manuals for remote workers. The manual resulted in a **30% decrease in reported stress levels among employees** compared to 22% previously**.**
- Implemented an online training program for managers on how to promote employee wellbeing in a remote work environment, resulting in a **20% increase in employee satisfaction scores**.

Organisational Consultant Associate | South London and Maudsley NHS Foundation Trust | Sept 2022-Jun 2023
- Developed evidence-based strategies for organizational challenges, whilst leveraging expertise in mental health research and consulting. This resulted in **12 solutions that were informed by research and practice.**
- Utilized a combination of **quantitative and qualitative research methods** to collect and analyse data, producing insights that informed the decision-making processes.
- Conducted interviews with employees at all levels to assess program efficiency, identified areas of improvement, and developed targeted solutions to enhance the programs. This resulted in a **35% increase in productivity** compared to 30% previously.

Academic Researcher | Overcome | June-Sept 2022
- Led a team of 4 researchers in conducting a literature review on the impact of mindfulness on ADHD symptoms in adults.
- Integrated findings from over **50 clinical trials** to identify key insights into the impact of Mindfulness-Based Stress Reduction programs in reducing adult ADHD symptoms.
- Analysed and synthesized data to **develop evidence-based recommendations** for incorporating mindfulness into adult ADHD treatment plans. This resulted in the paper being appreciated in team meetings and **submitted for publication to a reputed journal**.

Key Skills

• Quantitative and qualitative data analysis – SPSS, R, NVivo, JASP	• Stakeholder management	• Organisational and administrative skills
	• Project management	
• Written communication	• Psychometric assessments	• Microsoft Office Suite
	• Team collaboration	• Time management