

# Daniel A. Pinedo

## Organization Design & Transformation

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## SUMMARY

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Daniel has over a decade of experience in consulting, management, university teaching, and IT roles. His primary expertise is in forming, leading, and developing cross-disciplinary teams of specialists in order to complete mission-critical and time-sensitive human capital projects. A primary area of interest and study is how diverse, inclusive workplaces spark innovation and intrapreneurship in firms.

His vision is for the ethical transformation to industry 4.0 in relation specifically to recruitment, talent management and human capital strategy in the United States and global markets.

Daniel finds joy in facilitating growth and development in employees as a trained executive and mindfulness coach with over 15 years of practice.

## RECENT EXPERIENCE

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### Project Manager

#### Accenture PLC, CGU Talent Innovation Lab

📅 10/2019 - Current

Same duties as Associate Consultant plus ownership of project timelines, milestones, and personnel time and task budgeting. Team sizes are 4-8 members per project.

- PROJECT: Documentation sprint for preparation of final presentation of completed and vetted global employee selection and assessment model to CHRO. Project completed at 70% time and 60% personnel budget.

### Associate Consultant

#### Accenture PLC, CGU Talent Innovation Lab

📅 03/2019 - Current

Same duties as Research Associate plus ownership of project deliverable content, translation of research into business case for internal clients, and engagement with primary stakeholder managers.

- Member of Recruitment and Selection committee which planned recruitment events and created internal selection infrastructure
- Member of Fairness Committee which vetted projects and ensured fairness in internal selection and promotion
- Member of Strategy Committee which steered organizational effectiveness and employee development programs and processes
- PROJECT: Validated scoring measure for behavioral interview into secondary implementation stage with global alignment teams
- PROJECT: SME and individual interviewer for values-based assessment prototype
- PROJECT: SME and focus group interviewer for selection assessment design prototype
- PROJECT: SME and consultant for leadership model synthesis and design

### Research Associate

#### Accenture PLC, CGU Talent Innovation Lab

📅 11/2018 - Promotion

Organizational behavior & evaluation research specialist for Global HR / Recruitment Transformation.

- PROJECT: Literature review for behavioral interview theory
- PROJECT: SME for behavioral interview theory; initiated implementation plan with global management team
- PROJECT: Validated scoring measure for behavioral interview into pilot stage with global alignment teams

### Statistical Consultant

#### Lisa Kaczmarczyk PhD Consulting, LLC

📅 09/2019 - 12/2019

🌐 <http://www.lisakaczmarczyk.com/>

Social Network Analysis with R programming language for client program evaluation spanning multiple universities.

- completion of a social network analysis of a cross-section of three attitudinal constructs across three universities including actor-event network graphs, interpretation consultation, and commented Rmarkdown script.

## RECENT EXPERIENCE

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### Management Consultant

#### Arup

📅 09/2019 - 12/2019 📍 Los Angeles, CA

🔗 <https://www.arup.com>

Organizational effectiveness evaluation plan consultation team member for Los Angeles office HR department.

- Completed developmental and formative evaluation plan for new-hire on-boarding program across IT, HR, Facilities, and Finance Departments
  - Provided recommendations to senior HR managers for program improvement and monitoring for turnover reduction, improved communication across departments, and productivity due to potential increase in employee engagement
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### Executive Coach

#### Getty Leadership Institute, LeAD Labs

📅 05/2019 - 08/2019

🔗 <https://gli.cgu.edu/>

Primary support for three senior international museum executives during leadership training and assessment center program.

- Assisted clients in creation of development plan based on assessment center, 360°, and StrengthsFinder results
  - Follow-up with each client 6-8 weeks following leadership program related to completion of specific SMART goals and creation of long-term professional development goals
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### Management Consultant

#### Undisclosed Property Management Firm

📅 03/2019 - 06/2019

Organizational culture project for private, family-owned property management firm currently undergoing succession-related change with a portfolio of over \$1 billion in residential and commercial real-estate assets.

- Diagnosed internal-facing stress related to values signaling from family management through executive management
  - Provided business case for implementing values communications strategies with potential for increased organizational commitment and overall firm performance
  - Connected business strategy with identified cultural values for implementation in management training program
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### Team Lead

#### BCG Gamma Datathon

📅 04/2019 📍 Los Angeles, CA

Invite-only case competition for BCG data analytics group among graduate students from USC Marshall, UCLA Anderson, and CGU Drucker management schools.

- Recruited ad-hoc cross-functional team of experts in the fields of artificial intelligence, financial engineering, data science, management, and organizational behavior
  - Provided case formulation training, strategy, and high-level architecture for technical solution
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### Management Consultant

#### ICM Partners

📅 09/2018 - 01/2019

🔗 [icmpartners.com](http://icmpartners.com)

Organizational behavior project for Top 5 creative talent agency undergoing HR restructuring.

- 1-year development plan presented to CHRO with training cost savings projected to be \$10-\$15,000 per new hire
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### Lecturer

#### Mount Saint Mary's University

📅 01/2016 - 05/2018 📍 Los Angeles, CA

🔗 [msmu.edu](http://msmu.edu)

Undergraduate faculty in psychology department developing and teaching courses in Research Methods, Social Psychology, Positive Psychology, and Organizational Psychology.

- Managed increase in participation in undergraduate research colloquium of students by 300% and outside attendees by over 1000%
  - Academic counseling for 15 students per semester that included tracking graduation requirements, course selection, career counseling, monitoring degree progress, and crisis counseling with 100% graduation rate
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### Interim Director / Manager

#### Sofia University Electroencephalography Lab

📅 09/2012 - 06/2013 📍 Location

Academic EEG lab studying brainwave correlates of meditative states of consciousness.

- Raised private external grant pledges of \$500,000+
- Created training program for graduate students with four paid positions for training in running experiments with human subjects

# EDUCATION

MA Psychology in Organizational Behavior & Evaluation

Claremont Graduate University

09/2018 - Present    Claremont, CA

- Emphasis in Management

GPA  
3.7 / 4.0

MA Clinical Psychology

Sofia University

Palo Alto, CA

BA

Naropa University

Boulder, CO

# COURSEWORK HIGHLIGHTS

## Management

Financial Accounting    Corporate Finance    Economics of Strategy    Macroeconomics

## Organizational Behavior

Organizational Behavior    Organizational Culture    Organizational Theory

## Statistics

ANOVA    Multiple Regression    Social Network Analysis    Psychometric Network Analysis

Categorical Data Analysis    Non-Parametric Data Analysis    Factor Analysis

Structural Equation Modeling

## Programming

R    C++    Java