

Daniel A. Pinedo

Strategy Management & People Operations

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🌐 pinedo.org

SUMMARY

Manager specialized in business strategy and people operations. Experience in creating selection tools that incorporate machine-assisted decision-making. Leader that elicits focus, deep listening, and insights in colleague interactions. Extensive background in research, evaluation, and statistical methods.

RELEVANT EXPERIENCE

Associate Consultant

Accenture PLC, Talent Innovation Lab

📅 03/2019 - Current

Ownership of project deliverables and translation of research into business case.

- PROJECT 4: Validated scoring measure for behavioral interview into secondary stage with global alignment teams
 - PROJECT 5: SME for values-fit and values-signaling interview design prototype
 - PROJECT 6: SME for bias reduction and increased inclusion selection assessment design prototype
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Research Associate

Accenture PLC, Talent Innovation Lab

📅 11/2018 - Promotion

Organizational behavior & evaluation research specialist.

- PROJECT 1: Literature review for behavioral interview theory
 - PROJECT 2: SME for behavioral interview theory; initiated implementation plan with global management team
 - PROJECT 3: Validated scoring measure for behavioral interview into pilot stage with global alignment teams
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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
 - Provided additional support in assessment center by scoring and acting in "troubled follower" role play scenario
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External Consultant

Undisclosed Property Management Firm

📅 03/2019 - 06/2019

Organizational culture consult 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 overall business strategy with identified cultural values for implementation in management training
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RELEVANT EXPERIENCE

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 technical architecture for technical solution.
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External Consultant

ICM Partners

📅 09/2018 - 01/2019

🌐 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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EDUCATION

MA Organizational Behavior & Evaluation

Claremont Graduate University

📅 09/2018 - Present 📍 Claremont, CA

- Emphasis in Business Administration
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MA Clinical Psychology

Sofia University

📍 Palo Alto, CA

BA

Naropa University

📍 Boulder, CO

SKILLS

Programming

R C++ Python LaTeX Java

Statistics

ANOVA Multiple Regression Social Network Analysis Psychometric Network Analysis
Categorical Data Analysis Non-Parametric Data Analysis Factor Analysis Structural Equation Modeling
