Daniel A. Pinedo

Operations & Strategy Management

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SUMMARY

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

ABILITIES

📊 **Performance Monitoring & Evaluation**

🔥 **Coaching & Mentoring**

🧪 **Talent Research & Development**

👥 **Talent Management**

🌍 **Nurturing Inclusive Culture**

🎯 **Operations & Strategy**

EXPERIENCE

Associate Consultant

Accenture PLC, Talent Innovation Lab

📅 03/2019 - Current

Ownership of project deliverables and translation of research into business applications.
- PROJECT 4: Creation of interview and validated scoring measure for culture fit interview

Research Associate

Accenture PLC, Talent Innovation Lab

📅 11/2018 - Promotion

Organizational behavior & evaluation research specialist.
- PROJECT 1: Statistical analysis for requirements of behavioral interview for future job candidates
- PROJECT 2: Analysis of requirements for behavioral interview; initiated implementation plan with global management team
- PROJECT 3: Validated scoring measure for behavioral interview into pilot stage with global alignment teams

External Consultant

ICM Partners

📅 09/2018 - 01/2019
🔗 icmpartners.com

Part of a course-based project for large 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.

Lecturer

Mount Saint Mary's University

📅 01/2016 - 05/2018
🔗 msmu.edu

Taught Research Methods, Social Psychology, and Organizational Psychology, with academic counseling.

EXPERIENCE

Clinical Psychologist Intern

Sovereign Health Group

📅 08/2014 - 08/2015

Inpatient facility with individual and group therapy, psychological assessment, and internal consulting services.

- Assisted distribution of caseload to employees accounting for 25% increase in revenue and insurance billing.

EDUCATION

MA Organizational Behavior & Evaluation

Claremont Graduate University

📅 09/2018 - Present   📍 Claremont, CA

- Emphasis in Business Administration

MA Clinical Psychology

Sofia University

📍 Palo Alto, CA

BA

Naropa University

📍 Boulder, CO

SKILLS

Programming

R   SPSS   C++   Python   LaTeX   Java

Statistics

ANOVA   Multiple Regression   Social Network Analysis   Psychometric Network Analysis

Categorical Data Analysis   Non-Parametric Data Analysis