

# Daniel Pinedo

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## Qualifications

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- MA degree in Organizational Behavior & Evaluation.
- Graduate-level coursework and experience in management: economics, accounting, and corporate finance
- Graduate-level coursework and experience in organizational behavior, culture, development, and theory
- Trained and managed others in workforce consulting settings
- Excellent verbal and written communication skills
- Excellent executive presentation skills
- Proficient with technologies, including: Microsoft Office, R, Python

## Education

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### Claremont Graduate University

Claremont, CA

MA PSYCHOLOGY

Sep 2018 - May 2020

- Concentrations in Organizational Behavior & Evaluation

### Sofia University

Palo Alto, CA

MA PSYCHOLOGY

Sep 2010 - May 2013

- Concentration in Clinical Psychology

### Naropa University

Boulder, CO

BA TRADITIONAL EASTERN ARTS

Sep 2008 - May 2010

- Student Government: Treasurer

## Professional Experience

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Sep 2019 - present	<b>Principal</b> , Kinesis Consulting (20 hours / week)
Nov 2018 - Jun 2020	<b>Consultant</b> , Accenture Plc, CGU Talent Innovation Lab (20 hours / week)
Sep 2016 - May 2018	<b>Lecturer</b> , Psychology, Mount Saint Mary's University (full time)
Aug 2014 - July 2015	<b>Clinician</b> , Sovereign Health Group, adult partial inpatient rehabilitation center (full time)
Aug 2013 - July 2014	<b>Clinician</b> , Mind Body Awareness Project, adolescent drug and alcohol counseling (20 hours / week)
Aug 2012 - July 2013	<b>Clinician</b> , San Mateo County juvenile detention center, forensic psychological evaluation (20 hours / week)
Aug 2011 - July 2012	<b>Clinician</b> , Lifemoves family homeless shelter, individual & family therapy (20 hours / week)
2002 - 2008	<b>IT Consultant</b> , network engineering specialist (full time)

## Consulting

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### Accenture Talent Innovation Lab

Claremont, CA

ROLES: CONSULTANT, PROJECT MANAGER, TEAM LEAD

Nov 2018 - Jun 2020

- Global HR / Recruitment Transformation Research & Development Lab
- Managed project deliverable content and translated research into business cases.
- Consulted with stakeholder managers on organizational behavior, management, statistics, research methods, interviewing, and focus groups.
- Led project teams.
- Managed performance and career development.
- Managed project timelines, milestones, personnel time, and budgeting.
- Trained team on client on-boarding, acculturation, pitching and public speaking, time management, technical mentoring, and cross-functional communication.
- Created interviewing/hiring criteria as member of Recruitment and Selection Committee.
- Served as resource for strategy insights and revenue ideas.
- High-impact project examples include:
  - Future workplace job redesign research and market analysis for account executive role
  - Documentation sprint to prepare final presentation of vetted global employee selection and assessment model
  - Validation of scoring measure for behavioral interview
  - Development of values-based assessment prototype
  - Selection assessment design prototype
  - Leadership model synthesis and design

### Claremont Graduate University

Claremont, CA

DEPT OF BEHAVIORAL AND ORGANIZATIONAL SCIENCES

Sep 2018 - May 2020

- Evaluation plan for North America regional HR client organization Arup
- Intensive organizational behavior assessment center for Getty Leadership Center
- Organizational culture project for private, family-owned property management firm
- Organizational behavior project for ICM Partners - creative talent agency undergoing HR restructuring
- Competition: BCG Datathon - team leader for invitation only data science business case competition

## Evaluation

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### Kinesis Consulting

Phoenixville, PA

ROLE: PRINCIPAL

Sep 2019 - present

- Statistical consultation including social science methodology, visualization, and presentation in support of policy & planning analysis and program evaluation for the scientific community. Focus is on methodological innovation for evaluation in support of climate change mitigation and resilience infrastructure projects. Examples of recent projects:
  - Survey analysis and presentation for external program evaluation in NSF Directorate for Geosciences
  - Mixed method / Social network analysis for external program evaluation in NSF Division of Undergraduate Education
  - Social network analyses for external program evaluation in NSF Office of Integrative Activities.

## Research

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### Sofia University - Dept of Clinical Psychology

Palo Alto, CA

ADVISOR: DR. FRED LUSKIN

Sept. 2010 - March 2013

- Training: Core & Advanced dense array EEG Certification; EGI, Eugene, OR
- Manager: Electroencephalography Lab
- Internship: Editing & Peer Review, International Journal of Transpersonal Studies
- Research: the self-reported experience; and, perceived changes in self-compassion, emotion regulation, and psychological-mindedness of college-bound and college matriculated, STEM mentoring program Latino youth participants after a mindfulness and compassion meditation retreat

## Publications

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### PUBLISHED

Himelstein, S., Saul, S., Garcia-Romeu, A., & **Pinedo, D.** (2014). Mindfulness training as an intervention for substance user incarcerated adolescents: A pilot grounded theory study. *Substance Use & Misuse*.

Kaczmarczyk, L., & **Pinedo, D.** (in press). Getting things done in data intensive inter-campus research initiatives: A social network analysis approach to understanding and building effective relationships between researchers and other university employees. In *Proceedings of the 2021 American Society for Engineering Education Annual Conference & Exposition* (Vol. 26)

## Presentations

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+ mentored undergraduates

### INVITED TALKS

Spring 2018, Fall 2017. + Coordination of symposium and opening speech on topic of importance of promoting undergraduate research and representation of women in STEM. Invited talk: Undergraduate research symposium, Mount Saint Mary's University, Los Angeles, CA

### CONTRIBUTED PRESENTATIONS

Himelstein, S., & **Pinedo, D.** (2013). *Empowering communities: An intensive mindfulness training in a retreat setting for college-bound adolescents and college-aged tutors*. [Meditation Retreat]. Redwood Glen Summer Camp; Loma Mar, CA.

Himelstein, S., **Pinedo, D.**, & Mousseau, A. (2013). *Mindfulness training for educators: An intensive training at the Lakota Nation at Pine Ridge*. [Inservice Training]. Little Wound High School; Kyle, SD.

Kaczmarczyk, L., & **Pinedo, D.** (July 2021). *Getting things done in data intensive inter-campus research initiatives: A social network analysis approach to understanding and building effective relationships between researchers and other university employees*. [Poster Presentation]. The 2021 American Society for Engineering Education Annual Conference & Exposition. Long Beach, CA.

**Pinedo, D.**, Gutierrez, G., & Tinoco, C. (2013). *Assessment, prevention, and discussion of health disparities in local Native American populations* [Continuing Education Training]. Health Services Building, San Mateo, CA.

## Awards, Fellowships, & Grants

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2018	<b>Graduate Fellowship</b> , Claremont Graduate University	\$ 20,000
2008	<b>President's Scholarship</b> , Naropa University	\$ 10,000

## Teaching Experience

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Spring 2018	<b>Basic Quantitative Research Methods, Lecture</b> , Lecturer	MSMU
	<b>Basic Quantitative Research Methods, Lab</b> , Lecturer	
Fall 2017	<b>Basic Quantitative Research Methods, Lecture (Two Sections)</b> , Lecturer	
	<b>Basic Quantitative Research Methods, Lab (Two Sections)</b> , Lecturer	
Spring 2017	<b>Basic Quantitative Research Methods, Lecture</b> , Adjunct	
	<b>Basic Quantitative Research Methods, Lab</b> , Adjunct	
	<b>Industrial &amp; Organizational Psychology</b> , Adjunct	
Fall 2016	<b>Basic Quantitative Research Methods, Lecture</b> , Adjunct	
	<b>Basic Quantitative Research Methods, Lab</b> , Adjunct	
	<b>Social Psychology</b> , Adjunct	
Spring 2016	<b>Basic Quantitative Research Methods, Lecture</b> , Adjunct	
	<b>Basic Quantitative Research Methods, Lab</b> , Adjunct	
Spring 2012	<b>Doctoral Seminar: Qualitative Research</b> , Teaching Assistant	Sofia U
Fall 2012	<b>Special Topic: Dissertation Research and Writing Support</b> , Teaching Assistant	

## Mentoring

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2016-2018 **Karina Garcia MSN RN CNL**, Teaching Assistant, Mount Saint Mary's University

## Outreach & Professional Development

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### SERVICE AND OUTREACH

2016	<b>Wilshire Detective Division</b> , Volunteer	LAPD
2014	<b>Venice Neighborhood Council</b> , Member, Neighborhood Committee	CA
2009	<b>Student Government</b> , Treasurer	Naropa

## DEVELOPMENT

2020 - 2021   **Data Scientist with Python**, Certificate  
                  **Data Scientist with R**, Certificate  
                  **Data Visualization with R**, Certificate  
                  **Designing and Analyzing Clinical Trials in R**, Certificate  
                  **Machine Learning Scientist with Python**, Certificate  
                  **Machine Learning Scientist with R**, Certificate  
                  **Network Analysis with R**, Certificate  
                  **R Programmer**, Certificate  
                  **Shiny Fundamentals with R**, Certificate  
                  **Spatial Data with R**, Certificate  
                  **Survival Analysis in R**, Certificate  
                  **Statistician with R**, Certificate  
                  **Time Series with R**, Certificate

*DataCamp*