

Dr. Alexis M. Farrow

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Professional Summary

Innovative and empathetic Senior Organizational Psychologist with over 15 years of experience guiding Fortune 500 leadership teams through change management, conflict resolution, and corporate culture redesign. Recognized for unique expertise blending human insight, creative strategy, and evidence-based methods to solve highly complex people challenges where no template exists. Esteemed keynote speaker and trusted coach known for judgment, discretion, and transformative results in ambiguous, people-centric environments.

Core Skills

- Complex problem-solving & critical thinking
 - Creativity & innovation in people strategy
 - High-level negotiation & conflict mediation
 - Leadership coaching & team development
 - Change management in ambiguous situations
 - Qualitative/quantitative research design
 - Deep cross-cultural emotional intelligence
 - Persuasive communication & facilitation
 - Ethics advisory & organizational trust-building
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Professional Experience

Principal Organizational Psychologist

Summit People Dynamics Group – Vancouver, BC

Sept 2016 – Present

- Led the design and delivery of bespoke leadership programs for tech and financial sector multinationals; credited with improving executive trust scores by over 25% in six months.
- Guided stakeholders through high-stakes mergers and restructurings, facilitating over 50 conflict resolution sessions where no playbook was available, resulting in measurable retention improvements.

- Developed and launched AI-ethics oversight committee frameworks for client organizations, leveraging human judgment to interpret unstructured feedback and anticipate emergent risks.
- Coached senior leaders one-on-one on empathy, motivation, and innovation—in contexts requiring deep intuition about organizational culture and individual psychology.

Director, People & Culture Strategy

Pacific Interactive Media – Vancouver, BC

May 2012 – Aug 2016

- Reimagined company culture post-acquisition; co-developed a unique creative compensation system that became an industry innovation case study.
- Mediated sensitive ethics cases, requiring deep understanding of implicit group dynamics and nonverbal cues—areas where standard AI tools have no reach.
- Designed stewardship assessment tools tailored to organizational context and future-of-work uncertainty.

Organizational Development Consultant

Insight Human Solutions – Vancouver, BC

Jun 2010 – Apr 2012

- Piloted hybrid team structures in response to unprecedented market shifts, crafting new roles and workflows through iterative design thinking workshops.
- Facilitated "zero-template" strategy retreats for creative and scientific leadership teams invested in breakthrough innovation.

Education

PhD – Industrial/Organizational Psychology

University of Toronto – Toronto, ON

Graduated: 2010

Certificate – Advanced Conflict Resolution

Justice Institute of British Columbia

2015

Professional Affiliations

- Chartered Psychologist (CPsychol), British Columbia Board
- Member, Canadian Psychological Association (CPA)
- Editor, International Journal of Workplace Innovation

Additional Information

- Frequent keynote presenter: “The Human Advantage in the Age of AI” (HR Tech Summit, 2024)
- Fluent in English & French; advanced Spanish
- Passion for making workplaces more inclusive and adaptive

References

Available upon request