

## **Damian R. Boler, MA**

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### **SUMMARY**

Business Psychology professional with an extensive knowledge of HR practices, training, and organizational development. Strong project management, facilitation, coaching and interpersonal skills coupled with innovative solutions which enhances ability to thrive in both team and individual settings.

### **EXPERIENCE**

#### **Next Street**

Boston, MA

*Talent Management Consultant 10/10 – present*

- Built a Trusted Advisor relationship with small (between \$5 MM and \$50MM in revenue) business owners and supporting them to address their unique Talent Management challenges through best practice techniques
- Developed and administered employee opinion surveys for clients and successfully managed the process end-to-end for multiple clients developing a benchmark database
- Conducted organizational assessment for client leading to a facilitated strategic offsite to identify key decisions on growing their business. Was invited back to facilitate second strategic offsite and discuss further implementation
- Led team in development and facilitation of technical assistance program for over 50 companies in the construction industry to prepare for growth and win work with Massachusetts State Agencies
- Partnered with education focused non-profit to assess their Board and lead offsite retreat to discuss strategic priorities
- Created and delivered a range of customized training for clients including customer service, consultative sales, management training, leadership development, and presentation skills

#### **Pacific Sunwear**

Anaheim, CA

*Learning & Organization Development Specialist 2/10 – 10/10*

- Facilitated “Foundations of Leadership” for supervisors and managers across the company
- Created strategy and structure of “In-Store Management” training program
- Conducted needs assessment and create new Brand Rep on-boarding program
- Created Regional Director on-boarding
- Designed structure for finance leadership rotational program
- Created and facilitated presentation & communication skills program across the company

#### **Watson Wyatt Worldwide**

Chicago, IL

*Organizational Effectiveness Analyst, 7/08 – 2/10*

- Provided project management oversight and coordinated all tasks associated with project delivery, including quality assurance of all client deliverables and the management of vendors/outsourced services
- Established and maintained relationships with internal and external clients
- Designed custom surveys that align with clients’ specific values, mission, and goals to measure engagement, communication ROI, and key initiatives
- Budgeted projects, including optional work based on individual client characteristics, and define step-by-step parameters for successful project completion
- Conducted in-depth analysis of quantitative and qualitative data to provide recommendations for action at the organization, manager and line level
- Created and delivered training to global employees on proper action plan deployment
- Involved in the ongoing research with the global normative database, which set the foundation for all survey projects
- Streamlined and categorized interactive library of over 500 recommendations for consulting team use for final presentations

**Navigant Consulting, Inc.**

Chicago, IL

*Instructional Designer, 3/07 – 7/08*

- Applied training and development techniques such as needs assessment, focus groups, course design and presentation to aide in the creation of the company's Associate Director School.
- Managed and assisted in facilitation of company wide Generational Focus Groups
- Compiled and analyzed generational focus group data to be presented at Managing Director meeting
- Managed and facilitated course on Effective Presentations
- Designed character profiles for specified activity in Networking course
- Researched and contracted acting vendors for activity in Networking course which took place in US & UK
- Evaluated e-learning courses that would be used in new Learning Management System
- Redesigned Lunch and Learn program to make it more educational for participants
- Developed survey for Women's Leadership & Mentoring Alliance Generation Mix conference
- Developed and delivered training on Webex for Business Technology Services group admin staff
- Integrated summer intern into learning & professional development department and assisted in the management of the interns projects
- Developed course modules for Administrative Assistant School

**Synovate**

Chicago, IL

*Training and Organizational Development Intern, 1/06 – 7/06*

- Managed Training Department while the Director of Training was on Maternity Leave
- Assisted in development of Career Path Mapping initiative for Data Processing department, which included job descriptions for 9 positions, career coaching tips for managers, areas for training and development, list of career counselors
- Developed e-learning pilot for Solutions department
- Researched Learning Management System options for global implementation
- Managed the New Employee Orientation by continually updating and adding materials to enhance orientation
- Managed training registration and logistics for 52 training courses
- Managed the Tuition Reimbursement program for 59 employees

**Wildman, Harrold, Allen & Dixon**

Chicago, IL

*Project Assistant, 5/03 – 12/05*

- Led and trained team of 4 people on enhancing database organization
- Primary project assistant on large litigation cases
- Responsible for research and filing of court pleadings
- Implemented paperless filing system

**EDUCATION**

**Coaches Training Institute**

Completed an ICF accredited Coach Training Program (104 hours) in preparation to becoming a Certified Professional Co-Active Coach (CPCC), December 2012

**Chicago School of Professional Psychology**

Master of Arts in Industrial/Organizational Psychology, December 2006

**Howard University**

Bachelor of Science in Psychology, May 2003

**ADDITIONAL EXPERIENCE**

**Second City:**

Second City Conservatory

Second City Musical Improv Program

Acting & Scene Study: Acting 1 Basics, Monologue work, auditioning  
Level E: Improvisation in performance  
Level D: Advanced scene and character work  
Level C: Introduction to character work  
Level B: Introduction to scene work  
Level A: Improvisational building blocks