

Daniel A. Pinedo

Operations & Strategy Management

📞 213.999.5619

@ daniel.pinedo@cgu.edu

🌐 pinedo.org

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

RECENT 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
-

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.

- Managed ad-hoc cross-functional team of experts across three schools within Claremont Graduate University in the fields of artificial intelligence, financial engineering, data science, management, organizational behavior, and organizational psychology.
-

RECENT EXPERIENCE

External Consultant

ICM Partners

📅 09/2018 - 01/2019

🌐 icmpartners.com

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.

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 C++ Python LaTeX Java

SKILLS

Statistics

ANOVA

Multiple Regression

Social Network Analysis

Psychometric Network Analysis

Categorical Data Analysis

Non-Parametric Data Analysis
