

AMANDA S. KLABZUBA

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EDUCATION

UNIVERSITY OF OKLAHOMA

NORMAN, OK

Doctor of Philosophy - Industrial and Organizational Psychology, Minor in Quantitative Methods

Master of Science - Industrial and Organizational Psychology

Bachelor of Arts – Psychology, Minor in Business

AREAS OF EXPERTISE

Consulting
Human Resource Management
HR Analytics
Competency Modeling
Collaboration & Design Thinking

Leadership & Coaching
Employee Engagement
Selection & Assessment
Training & Development
Organizational Culture

TEACHING EXPERIENCE

Fall 2008 & 2009

Industrial Organizational Psychology Instructor

University of Oklahoma – Norman, OK

- Created course materials, including syllabus, lectures, in-class activities, assignments, and exams
- Administered exams and course activities, evaluated student performance, and provided feedback

Sep 2006 – May 2011

Teamwork Trainer for Capstone Engineering Course

University of Oklahoma – Norman, OK

- Prepared and administered seminar on teamwork skills to engineering capstone course
- Provided group-level feedback on teamwork evaluations

Spring 2008

Statistics Teaching Assistant

University of Oklahoma – Norman, OK

- Prepared and administered seminar on teamwork skills to engineering capstone course
- Provided group-level feedback on teamwork evaluations

PROFESSIONAL EXPERIENCE

March 2017 – Nov 2018

Executive Consulting Leader

IBM

- Managed team of 4-7 consultants specializing in behavioral science and human capital management.
- Advised product management and engineering on I/O Psychology best practices to inform product design.
- Lead virtual and in-person training for consultants and sales on HR products and strategies for consulting.
- Lead design thinking working sessions amongst consultants, clients, and other internal stakeholders.

- Oct 2014 – Feb 2017** **Consulting Leader**
IBM
- Managed team of 4-7 consultants specializing in behavioral science and human capital management.
 - Lead initiative of consulting strategic imperative on cross-functional development evaluation and action planning.
 - Lead customer workshops on HR analytics advising customers on best practices and strategies to execute.
 - Created and delivered HR analytics consulting best practices and methodology training across functional areas.
 - Participated in industry events to maintain I/O Psychology thought leadership.
- June 2011 – Sep 2014** **Consultant**
Kenexa
- Created behavioral assessments for clients in healthcare, retail, hospitality, and manufacturing industries.
 - Created and delivered presentations describing validation study results to HR leaders.
 - Advised clients and prospective clients on assessment needs to meet organizational objectives.
 - Presented assessment and selection training webinars to clients.
 - Created organizational change management best practices guide for clients.
- July 2010 – May 2011** **HR Consultant Intern**
Oklahoma Gas & Electric
- Developed competency model and framework across organizational functions and levels.
 - Working with Human Resources and Organizational Development leaders to develop career mapping system
 - Consulting regularly with organizational leaders around project objectives, progress, and future tasks
 - Developing quasi-experimental research protocol for evaluation of company-wide leadership training program
 - Planning and implementing leadership training initiative with organizational leaders and consultants Briefed organizational leaders and consultants on recommended training evaluation protocol

RECENT PRESENTATIONS

Cox, J.C., **Klabzuba, A. S.**, Amundson, M., Dembowski, J.M., Ennen, N., Herleman, & H.A., Malley, L. (2017, April). Industry Differences in Talent Acquisition: Practitioner Perspectives on Acquisition Strategies. Panel at the 31st annual meeting for the Society for Industrial and Organizational Psychology. Orlando, FL.

Golay, L.M., **Klabzuba, A.S.**, Reeves, D.W., Kraus, A.J., & Bizarro, A.M. (2017, April). Taking a “Little Data” in a Big Data World. Symposium at the 31st annual meeting for the Society for Industrial and Organizational Psychology. Orlando, FL.

Wu, J., Graham, H., Hauck, E.L., **Klabzuba, A.S.**, Sahm, J.A., Strange, J.M., & Theys, E.R. (2017, April). Looking Beyond Validity to Ensure Assessment Success. Panel at the 31st annual meeting for the Society for Industrial and Organizational Psychology. Orlando, FL.

Klabzuba, A.S., Banister, C.M., & Brock, M.E. (2015, April). Supervisor Performance Ratings: Is the view different from the top? Poster at the 30th annual meeting for the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Winter, J.L., Arboleda, M., Israelite, L., **Klabzuba, A.S.**, & Licht, T.J. (2015, April). Getting technical competencies right: the need, the approach, the application. Panel at the 30th annual meeting for the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Smith, B.K., **Klabzuba, A.S.**, Carson, M.A., & Dowling, K. (2014, May). Soda, pop, or coke? Applicant assessment regional differences. Poster at the 29th annual meeting for the Society for Industrial and Organizational Psychology. Honolulu, HI.

Wastag, A., Konitsney, D., Dullaghan, R., Nei, D.S., Wastag, A., & **Klabzuba, A.S.** (2014, May). Comparing apples to oranges: Leveraging mapping to drive survey action. Symposium at the 29th annual meeting for the Society for Industrial and Organizational Psychology. Honolulu, HI.

SAMPLE PUBLICATIONS

Shipman, A. S., & Mumford, M. D. (2011). When leader confidence is detrimental: Influence of overconfidence on effectiveness. *The Leadership Quarterly*, 22, 649-665.

Shipman, A. S. Future directions in leadership research. In M.D. Mumford (Ed.) (2009). *Leadership 101* (pp. 201-234). New York: Springer Publishing Company.

Shipman, A. S., Byrne, C. L., & Mumford, M. D. (2010). Leader vision and forecasting: The effects of forecasting extent, resources, and timeframe. *The Leadership Quarterly*, 21, 439-456.

Beeler, C., **Shipman, A. S.**, & Mumford, M. D. (2011). Managing the innovative process: The dynamic role of leaders. *Psychology of Aesthetics, Creativity, and the Arts* 5, 67-80.

Byrne, C. L., **Shipman, A. S.**, & Mumford, M. D. (2010). The role of forecasting in creative thought. *Creativity Research Journal* 22, 119-138.

Caughron, J. J., **Shipman, A. S.**, Beeler, C., & Mumford, M. D. (2009). The cognitive mechanisms of social innovation. *International Journal of Thinking and Problem Solving*, 19, 7-32.