Kali Dial, Ph.D.
Adjunct Professor | Industrial-Organizational Psychologist
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Digital Portfolio: http://dialkali.wixsite.com/resume

Value Offer

Throughout my career, I have found innovative and engaging ways to promote knowledge transfer for adult learners, whether in a professional training environment or a more formalized higher education classroom. My goal is to tie real world concepts to learning material and provide opportunities for hands on application and social learning. As an industrial-organizational psychologist, I have developed areas of expertise in talent/leadership development, assessment and selection, succession planning, executive coaching, organizational development and effectiveness, talent analytics, and building/maintaining business stakeholder relationships. I have completed two major human research studies.

I am certified to administer and interpret multiple personality and motivation assessments and am trained in Agile and Lean Six Sigma methodologies. I am also trained in multiple adult learning theories, advanced statistical analysis, instructional design theories, statistical modeling software, and training evaluation models. I have also created courses from scratch and revised/expanded existing content within courses as a course lead.

I am a lifelong learner who believes strongly in the power of education. My teaching philosophy is to provide students with an environment where they feel comfortable asking questions and safe while exploring opportunities for learning. Facilitating the "ah ha!" moment that leads to growth is what provides me fulfillment as an instructor.

Education

Doctor of Philosophy: Industrial & Organizational Psychology – Capella University
Master of Education: Higher Education Administration – Purdue University
Master of Business Administration: Healthcare Administration – South University
Bachelor of Arts: Psychology – University of South Florida

Research Experience

- Published dissertation in ProQuest, titled "The Ability of Personality Type, Generation, and Gender to Predict Motivational Orientation within Working Adults"
  - Featured research at 2019 Virtual Psychology Conference
- Published thesis in The Journal of Behavioral Psychology, titled "Reducing the Behavioral Excess Sometimes Associated with Video Gameplay"
  - Featured research at 2008 ABAI Annual Convention

Adjunct Experience

Purdue University Global, Virtual
Adjunct Professor & Course Lead, Graduate Industrial-Organizational Psychology
2020 – Present
Provide a learning environment that supports student success while teaching synchronous or asynchronous seminars. Maintain virtual weekly office hours for each class. Lead message board discussions and engage students in relevant discussion and coursework. Maintain and submit accurate and timely reports for student grades/progress. Enforce student conduct policies.

- Courses Taught: Industrial-Organizational Theory and Development (Course Lead); Foundations of Professional Psychology; Ethics and Standards of Professional Psychology; Advanced Research Methods; Organizational Leadership: Management, Training, and Evaluation; Workplace Motivation and Attitudes; Industrial-Organizational Field Placement

Escoffier School of Culinary Arts, Virtual
Adjunct Professor (Undergraduate)
2020 – 2021
Facilitate meaningful learning of curriculum course competencies and proactively support all facets of the learning environment. Provide education through learning-centered instruction that enables students to fulfill the evolving needs of the marketplace. Encourage a culture of learning that values mutual responsibility and respect, life-long learning and ethics, as well as personal and professional development. Provide feedback in a fair, objective, and positive manner. Promote student success by showing flexibility in style and work schedule as well as exhibiting a passion for teaching and engaging students in the learning process.

- Courses Taught: Technical Writing for the Hospitality Industry; Introduction to Psychology in the Workplace; Foundations in Human Resources and Hospitality; Leadership & Development

<div align="center">**Professional Experience**</div>

Dell Technologies
Global Growth & Development Lead, Legal
2021 – Present
Responsible for developing and executing a multi-faceted department-wide leadership and development strategy and programs based on priorities, core competencies, digital traits, and future skills. Partner with high-level global executives and their teams to support the journey to becoming skilled practitioners and leaders through a digital transformation.
- Courses Taught: Personality; First-Time Leadership; Leadership Fundamentals; Unconscious Bias; Technical Skills; Functional Skills; Behavioral Interviewing; Talent Calibration; Executive Coaching; Motivation and Engagement; Personal Development; Emerging Leader Development; High Potential Development

Texas Capital Bank
Vice President, Leadership Development, Diversity & Inclusion
2018 – 2020
Developed and implemented enterprise leadership development efforts, high potential development programs, coaching initiatives, and succession planning processes. Owner of all enterprise assessment. Key contributor for performance management, compensation, career development, and diversity & inclusion efforts. Talent Business Partner for Operations.
- Courses Taught: Personality; First-Time Leadership; Leadership Fundamentals; Unconscious Bias; Technical Skills; Functional Skills; Behavioral Interviewing; New Leader Assimilation; Talent Calibration; Executive Coaching; Motivation and Engagement; Personal Development; Emerging Leader Development; High Potential Development

McKesson
Senior Manager, Talent Management & Organizational Effectiveness
2017 – 2018
Designed and developed talent management philosophies, frameworks, principles, processes, systems, and tools to address business goals. Led talent review, succession, assessment, selection, executive coaching, leadership development, and talent analytics initiatives for LOB.
- Courses Taught: Personality; Unconscious Bias; New Leader Assimilation; Talent Calibration; Motivation and Engagement; High Potential Development; Personal Development; Emerging Leader Development

Verizon
Senior Learning & Development Partner, Global Payroll & Telesales
2013 – 2017
Executed strategic planning and implementation for full training lifecycle, project management, leadership development, executive coaching, and OD/OE initiatives, including a full payroll reorganization and HRIS implementation.
- Courses Taught: Personality; New Hire Orientation; Compensation & Benefits Overview; Payroll Process Life-Cycle; Reporting; SQL; Customer Service; Sales; Timekeeping Basics; Technical Skills; Functional Skills

Bayada Home Health Care
Director, Branch Operations (MBA Internship)
2012 – 2013
Led organizational development, culture & engagement, talent acquisition, community development, employee relations, and total rewards initiatives within my branch.
- Courses Taught: New Hire Orientation; PPE Basics; Timekeeping Basics; Compensation & Benefits Overview; Customer Service; Behavioral Interviewing

Nil Computers
Chief Human Resources Officer
2007 – 2012
Senior executive leadership in a startup environment with responsibility for building out all areas of HR, including talent management, OD/OE, compliance, total rewards, talent acquisition, employee relations, culture & engagement, payroll, and learning & development. Coach and advisor to CEO.
- Courses Taught: New Hire Orientation; Timekeeping Basics; Compensation & Benefits; Behavioral Interviewing

<div align="center">**Technology**</div>

Instructional Design: Captivate, Camtasia, Articulate Suite, SCORM, Technical Writing, HTML
Virtual Facilitation: Adobe Connect, WebEx, Zoom, Blackboard, Brightspace, Bongo, Canvas, Moodle, On24, BlueJeans
Other Software: Office 365, SAP, Salesforce, SiSense, PeopleSoft, Workday, Cornerstone, SumTotal, ADP, UltiPro, Degreed, Learning Studio, IBM SPSS, GenAI

Memberships

- Member, Society for Industrial & Organizational Psychology (SIOP)
  - SIOP Continuing Education Committee
  - SIOP Scientific Affairs Committee
  - SIOP Reviewer & Contributor for The Industrial-Organizational Psychologist (TIP)
  - SIOP Institutional Research Committee
  - SIOP Salary Survey Research Committee
- Member, Society for Occupational Health Psychology (SOHP)
- Member, Society for Personality Assessment (SPA)
- Member, International Society for Performance Improvement (ISPI)
- Member, Association for Talent Development (ATD)
- Member, Greater Orlando Organization Development (GOOD) Network
  - GOOD Network Social Media Committee

Other Publications

LinkedIn White Papers:

- How Relationships Make Us Successful
- Choosing Unity Over Division in the Workplace
- Self-Effacement: Is It Affecting Your Candidacy for Employment?
- Managing Through a Crisis – This is Bigger than Corona!
- Is Self-Promotion the Same as Bragging?
- Diversity Without Inclusion: A Dangerous Game
- What Do Skills Have in Common? They Both Expire
- The Power of Personal Branding
- Let's Talk About the 4 Stages of Competence and Why They Matter in Your Work
- Tips for Job Seekers
- Employee Burnout - How to Recognize and Prevent It
- Servant Leadership – What Does It Really Look Like?
- Building Trust Inside Your Team
- Reverse Ageism – Is It Happening in Your Organization?
- Emotional Intelligence – Should I Care?
- Simple Steps to Delivering Effective Training
- Debunking Myers-Briggs Myths

Collegiate Coursework

- Student Learning Assessment Methods
- Multiculturalism and Diversity in Higher Education
- Tests and Measurements
- History and Systems of Psychology
- Lifespan Development & Psychology of Aging
- Ethics and Multicultural Issues in Psychology
- Principles of Organizational Psychology
- Inferential Statistics & Advanced Inferential Statistics
- Consultation Psychology; Theory and Practice of Psychological Coaching
- Research Methods
- Psychology of Leadership
- Social Psychology (graduate & undergraduate)
- Psychology Practices in Personnel and Human Resource Management
- Qualitative Analysis; Quantitative Research Methods in Psychology
- Testing and Assessment in Workplace Psychology
- Organization Behavior and Communication
- Physiological Psychology
- Cognitive Psychology
- Personality
- Behavior Modification & Motivation
- Institutional Research and Strategic Planning