

Kali Dial, Ph.D.
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PROFESSIONAL OBJECTIVE

My passion is to help leaders at all levels realize their potential, whether through 1:1 coaching or group development. Seeing someone have the "ah ha!" moment that leads to personal growth is what provides me fulfillment at work.

POSITIONING STATEMENT

I have global, enterprise-wide expertise in leadership development, talent assessment, talent management, succession planning, executive coaching, organizational development and effectiveness, change management, full training life cycle, talent analytics, managing cross-functional teams, and building/maintaining stakeholder relationships. I am certified to administer and interpret the Myers-Briggs Type Instrument (MBTI), Extraordinary Leader 360 Assessment, and Hogan Personality assessments; am an experienced DiSC presenter; and am certified in Agile and LEAN Six Sigma methodologies. I am also trained in multiple adult learning, motivation, and personality theories; advanced statistical analysis; instructional design theories; and, training evaluation models.

COMPETENCIES

Assessment & Selection	Technology/Software	Learning & Development	Talent Management, Leadership Development, OD/OE
Behavioral Interviewing Preemployment Testing Employee Listening Surveys MBTI DiSC Hogan 360 StrengthsFinder HBDI Core Strengths BEST Profile Insights 16PF Eysenck Personality Theory Motivation Theory Advanced Inferential Statistics	Peoplesoft, Workday, ServiceNow Cornerstone, SumTotal, ADP, UltiPro, Degreed Tableau, Visier, SQL, Oracle, Power BI Office 365, Pivot Tables, VLOOKUP IBM SPSS Technical Writing HTML SAP, Salesforce Camtasia, Captivate, Powtoon, Articulate Suite, SCORM WebEx, Adobe Connect, Zoom, Bongo, On24 Blackboard, Canvas, Moodle, Brightspace Copilot, ChatGPT, GenAI Prompting	ADDIE Certified ROI Professional Adult Learning Theory Instructional Design Training Delivery Stakeholder Management Kirkpatrick Full Development & Delivery Lifecycle Knowledge Management Degreed Technical Writing	Executive Coaching Talent Review & Succession Planning Agile Project Management Program Management Talent Analytics Performance Management Culture & Engagement Diversity, Equity, Inclusion & Belonging Galbraith Star Model Lean Six Sigma Change Management 70-20-10 Model IDPs Mergers & Acquisitions Executive & BOD Presentations & Training

TARGET MARKET AND EMPLOYERS

Geographic Preferences: Dallas/Ft. Worth, TX; Orlando, FL; Ocala, FL; Remote

Industries: Healthcare, Technology, Higher Education, Finance, Logistics, Telecom

Size of Organization: Any

Culture: People-centric; transparent and forward-thinking leadership; work hard-play hard mentality; collaborative

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GLOBAL HR/TALENT LEADER | INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGIST

knowledgeable - thoughtful - planful - data-driven - positive

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VALUE OFFER

I have global, enterprise-wide expertise in leadership development, talent assessment, talent management, succession planning, executive coaching, organizational development and effectiveness, change management, full training life cycle, talent analytics, managing cross-functional teams, and building/maintaining stakeholder relationships. I am certified to administer and interpret the Myers-Briggs Type Instrument (MBTI), Extraordinary Leader 360 Assessment, and Hogan Personality assessments; am an experienced DiSC presenter; and am certified in Agile and LEAN Six Sigma methodologies. I am also trained in multiple adult learning, motivation, and personality theories; advanced statistical analysis; instructional design theories; and, training evaluation models. My passion is to help leaders at all levels realize their potential, whether through 1:1 coaching or group development. Seeing someone have the "ah ha!" moment that leads to personal growth is what provides me fulfillment at work.

EXPERIENCE

Principal, Growth & Development and Change Management | Dell | 03/2021 – Present

Region: Global

Scope: Legal Department

Reports: 3

Responsible for developing and executing a multi-faceted department-wide strategy for leadership and talent development, diversity & inclusion, and talent management through programs based on priorities, core competencies, digital traits, and future skills. Partner with global executives and their teams to support the journey to becoming skilled practitioners and leaders through digital & AI transformation. Responsible for change management strategy, planning, and execution for operations & legal technology/tools. LMS administrator.

- Design strategy and develop/implement leadership and legal practitioner development programs to ensure succession readiness and enable competency and skill building
- Design and develop communication and change management strategies to build buy-in of key programs and ensure adoption
- Assess growth & development needs through surveys, interviews with team members, or consultations with leaders
- Develop an understanding of core capability gaps across the department to execute training solutions that address gaps
- Manage and coordinate leadership development and rotational programs
- Revamp new hire onboarding training through creative methods and use of technology
- Manage and maintain the virtual career resource site
- Manage department-wide memberships in terms of negotiating renewals, promoting and maximizing utilization
- Deliver training to team members using a variety of instructional techniques and technology solutions to deliver impactful learning experiences
- Maintain budgets, vendor payments and relationships with key educational vendors and consultants

VP, Leadership Development, Diversity & Inclusion | Texas Capital Bank | 09/2018 – 07/2020

Region: Texas, US

Scope: Enterprise-wide

Reports: 8 (direct & indirect)

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 and LMS administrator.

- Built, implemented, and managed company-wide 360 assessment aligned with internal leadership behavior competencies
- Led project to design and implement learning initiatives and content for Workforce 2030 program
- Built strategy and designed learning and communications through M&A initiative
- Developed and facilitated succession planning strategy, including presentations to C-suite and BOD
- Conducted data analysis on annual employee listening survey to pull out themes and create action plan objectives for LOB leaders
- Developed and implemented company-wide executive coaching strategy
- Developed company-wide behavioral interviewing strategy and 90-day onboarding model

Sr. Manager, Talent Management & Organizational Effectiveness | McKesson | 12/2017 – 07/2018

Region: Global

Scope: Enterprise-wide

Reports: 4

Designed and implemented global talent management philosophies, frameworks, principles, processes, systems, and tools to address business goals. Led talent review, succession, assessment, selection, executive coaching, leadership development, diversity & inclusion, and talent analytics initiatives for LOBs.

- Talent Management Business Partner responsible for conducting needs assessments to identify development opportunities
- Developed annual employee opinion survey questions; partnered with LOB leaders to develop action plans to improve engagement
- Executive coach to high potential and emerging leader talent; conducted and debriefed personality assessments and guided IDP creation
- Developed and facilitated succession planning strategy, including presentations to C-suite and BOD
- Partnered to design new performance management strategy, moving from annual reviews to monthly touch points

Please see LinkedIn for extended employment history.

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EDUCATION

Doctor of Philosophy (Ph.D.) | Capella University

Industrial-Organizational Psychology

Master of Business Administration (MBA) | South University

Healthcare Administration

Master of Education (MEd) | Purdue University

Higher Education Administration

Bachelor of Arts (BA) | University of South Florida

Psychology

SKILLS & CERTIFICATIONS

Assessments: MBTI, Hogan, 360, DISC, StrengthsFinder, HBDI, BEST, Insights, Core Strengths, 16PF, Eysenck

Talent Management: Analytics for Talent Management (ATM), Global Talent Management Leader (GTML)

Software, Coding, & Data Analysis: MS Office, HTML, SQL, SPSS, Tableau, Visier, Oracle, Inferential Statistics, GenAI & Prompting

Training Development & Evaluation: ADDIE, Kirkpatrick, Certified ROI Professional, Adult Learning Theory

HRIS/HCM/ERP & LMS: Peoplesoft, Workday, Success Factors, Cornerstone, SumTotal, Degreed, ADP, UltiPro, Success Factors

Instructional Design: Captivate, Camtasia, Articulate Suite, SCORM, Technical Writing

Virtual Facilitation: Adobe Connect, WebEx, Zoom, Blackboard, Brightspace, Bongo, Canvas, Moodle, On24

OD/OE: Agile Project Management; Lean Six Sigma Green Belt; Stakeholder, Change, and Knowledge Management; M&A

Talent Development: Executive Coaching, Talent Review & Succession Planning, Performance Management, IDPs

Culture: Employee Engagement; Diversity, Equity, Inclusion, & Belonging; Employee Listening Surveys

Other: SAP, Salesforce, Call/Contact Center, Service Now

MEMBERSHIPS & PHILANTHROPY

VP of Professional Development, Board of Directors, Ladies Who Geek (Non-Profit)

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

PUBLICATIONS

- Featured research at 2019 Virtual Psychology Conference
- Published dissertation in ProQuest, titled "The Ability of Personality Type, Generation, and Gender to Predict Motivational Orientation within Working Adults"
- Published research in The Journal of Behavioral Psychology, titled "Reducing the Behavioral Excess Sometimes Associated with Video Gameplay"
- Featured research at 2008 ABAI Annual Convention
- LinkedIn White Papers: <https://www.linkedin.com/in/kali-dial/detail/recent-activity/posts/>