
Patricia Ewa Grabarek, PhD

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SUMMARY

I am an Industrial/Organizational Psychologist with a passion and expertise in building positive, effective, and inclusive work environments. With extensive mentorship and leadership experience, I leverage my relationships to drive strategy forward. My expertise and specialties include: workplace wellness, predictive people analytics, diversity, equity, and inclusion, employee assessments and selection, learning and development, employee engagement, performance management, and competency modeling. I tackle problems analytically, using my strong statistical and research background.

EXPERIENCE

Intuitive - *Manager, People Analytics Research*

MAY 2022 - PRESENT

- Leads and manages team of data scientists and I/O psychologists
- Owns, develops, and executes a 5-year people analytics research strategy, including a comprehensive employee listening strategy
- Works closely with stakeholders (CEO, executive leadership team, CHRO, etc.) to ensure all research questions are answered and needs are met
- Translates research findings into key actionable insights
- Develops and presents stories based on key insights to various stakeholders, adapting style based on the audience's needs and level
- Writes thought leadership pieces to support people leaders in understanding research findings and developing action plans
- Partners closely with Global Talent Management to ensure research findings are translated into organizational actions
- Leverages expertise and external research in developing research priorities, building best practices, and developing actions and recommendations

Workr Beeing - *Co-Founder & President*

JUNE 2017 - PRESENT

- Conducts speaking engagements at organizations and conferences on topics related to workplace thriving and inclusion
- Creates written content on employee and organizational well-being research for public consumption and co-hosts the "Thriving at Work" Podcast
- Conducts workshops and training to educate client groups on research-based strategies of how to build positive, healthy, and inclusive work cultures
- Manages day-to-day business operations, including budgets and contracts

Symend - Sr. Manager, Behavioral Science (2022), Manager, Behavioral Science (2021-2022)

MARCH 2021 - APRIL 2022

- Managed a team of analysts and scientists, providing mentorship and coaching for employees at various levels (*team included 12 direct reports prior to promoting a junior management layer of direct reports*)
- Developed and executed strategy and direction for client-facing Behavioral Science team
- Created team structure and standardized process to stand-up this new team within a brand new start-up
- Partnered with the People & Culture team to provide consultation on building HR functionality
- Managed multiple client relationships to support team members' client activities

Infor Talent Science - Sr. Behavioral Scientist and Team Lead (2019-2021), Sr. Behavioral Scientist (2017-2019), Behavioral Scientist (2014-2017)

MAY 2014 - FEBRUARY 2021

- Managed a team of analysts, providing oversight and coaching
- Drove strategy and direction of the Behavioral Science and Analysis teams
- Developed and implemented new products and processes to streamline work and improve clients' strategies for hiring, onboarding, and development
- Consulted with over 35 clients in the implementation and analysis of talent assessment and predictive analytic solutions
- Advised clients on various human capital strategies including talent acquisition, talent management, people analytics, development, and diversity, equity, and inclusion
- Worked on assessment development and validation in partnership with our analyst team

Molina Healthcare, Inc. - Talent Development Analyst

APRIL 2013 - APRIL 2014

- Led an organization-wide effort to develop leadership, core, and technical competency models
- Analyzed data and presented recommendations to executives based on survey, focus group, and interview data for various programs, including the employee engagement survey

Self-Employed - Human Capital Consultant (mostly sub-contractor for FMP Consulting)

FEBRUARY 2012 - JULY 2013

- Developed offsite strategic leadership retreats, management trainings, and career pathing strategies for various government agencies

FMP Consulting - Human Capital Consultant II (2011-2012), Human Capital Consultant I (2010--2011), Intern (2010)

AUGUST 2010 - FEBRUARY 2012

- Worked with several government agencies to create recruitment strategies, selection systems, and competency models

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- Developed soft skills training, executive leadership workshops, and coaching programs
 - Conducted organizational and training needs assessments

EDUCATION

The Pennsylvania State University - *Ph.D., I/O Psychology, Minor: Data Analysis*

DECEMBER 2011

The Pennsylvania State University - *M.S., I/O Psychology*

DECEMBER 2009

University of California, Los Angeles - *B.A., Psychology*

JUNE 2007

SELECT PUBLICATIONS & PRESENTATIONS

Grabarek, P.E. (2022). Choose your own adventure consulting V: Common challenges, different approaches. Panel Discussion (Speaker), SIOF Conference, Seattle, WA.

Grabarek, P.E. (2021). Are we there yet? Closing the research-practice gap in work-family. Panel Discussion (Speaker), SIOF Conference, Virtual.

Grabarek, P.E. (2019). #SpurlImpact: How We Can Create Purposeful Impact Locally and Beyond. Closing Plenary Panel (Speaker), Millennial Summit: Wilmington, DE.

Grabarek, P.E. (2017). Are Millennials ruining the workplace? TEDx Talk, Los Angeles, CA.

Please contact for additional presentations and publications

TEACHING EXPERIENCE

University of Southern California - *Adjunct Professor, Masters of Applied Psychology*

2017-2021

The Pennsylvania State University - *Adjunct Professor, Psychology Department*

2014