

SHANON R. HARMON, Ph.D, M.A., ACC

Los Angeles, CA ♣ (585) 610-6683 ♣ <https://www.linkedin.com/in/shanonharmon/>

Achievement-oriented, leader, educator, consultant, and certified coach focused on advancing individual, team, and organizational capabilities to drive performance. I have over 20 years of experience in academic leadership positions in many higher education functions, such as admissions, development, student activities, academic affairs, and academic departments. I foster environments that are collaborative, growth-oriented, and value-driven where my team and I make meaningful impacts to advance organizational and operational effectiveness. I am an achievement-oriented, well-rounded professional with experience in leading cross-functional teams and consulting with internal and external clients on business needs. I have passions for continuous learning to advance myself personally and professionally, collaborate with others on strategic initiatives, lead teams to achieve strategic objectives, facilitate others' development to achieve their personal aspirations, and address business needs with data-driven decisions.

Business Transformation | Business Readiness | Operational Excellence | Organizational & Team Effectiveness | Organizational Culture Transformation | Organizational Design | Organizational Change Management | Strategic HR Project Management | Executive Selection & Assessment | Test Design & Validation | High Potential Identification & Program Development | Leadership Development & Assessment | Certified Professional Coach | Talent Analytics, Data Analysis, & Advanced Statistics | Certified Speaker | Group Facilitation & Intervention | Talent Management | Performance Management | 360 Degree Feedback | Survey Design | Training Development & Facilitation | Vendor Management |

EDUCATION

Doctor of Philosophy in Business Psychology, Academic Distinction GPA: 4.0 *March 2020*
Dissertation Title: *Leadership Influence on Occupational Safety: Psychological Safety and Safety Climate as Mediators Between Leadership and Safety Performance*

Master of Arts in Industrial & Organizational Psychology, GPA: 4.0 *May 2012*
The Chicago School of Professional Psychology, Los Angeles, CA

Master of Arts in Clinical Psychology *May 2010*
Edinboro University of Pennsylvania, Edinboro, PA

Bachelor of Arts in Biology *June 2008*
Bachelor of Arts in Psychology
Elmira College, Elmira, NY
Studies Abroad: Paris, France 2005; Sal Salvador, Bahamas 2007; St. Petersburg, Russia 2008

TRAINING EXPERIENCE

The Chicago School of Professional Psychology, Los Angeles, CA
Internship Experience at Santa Monica Beach Club, Santa Monica, CA *June 2011 to December 2011*

- ♣ Participates in feedback and proposal meetings to stakeholders
- ♣ Designs a performance management process for head coaches and administration with a consulting team
- ♣ Creates evaluation forms, observation forms, powerpoints, and proposals for the organization

ConCISE Consulting Center, The Chicago School of Professional Psychology, Los Angeles, CA
Consultant *August 2010 to January 2012*

- ♣ Designs and validates job selection instruments after conducting a job analysis and statistical analysis

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

- ♣ Administers leadership assessments to directors and provides one-on-one feedback after creating reports
- ♣ Constructs assessments using psychometrics - item analysis, factor analysis, reliability and validity analysis
- ♣ Completes needs assessment, organizational development, and cultural audits for non-profit organizations
- ♣ Develops, leads, and evaluates employee training programs in team development and conflict management
- ♣ Leads research team in research design, data collection, and coding
- ♣ Collects cultural information from individual structured interviews, focus groups, and web-based surveys
- ♣ Creates reports and presents results via PowerPoint to executive staff after analyzing data using SPSS

Edinboro University of Pennsylvania, Edinboro, PA

Practicum and Internship Experience at Warren State Hospital, Warren, PA April 2009, January to April 2010

- ♣ Participated in formulation meetings, treatment teams, psychology department meetings, weekly psychology assessment clinics, weekly drug and alcohol counseling clinics, and weekly individual counseling clinics
- ♣ Conducted psychological assessments, such as the Wechsler Adult Intelligence Scale - IV (WAIS-IV), Wechsler Memory Scale - IV (WMS-IV), Personality Assessment Inventory (PAI), Thematic Apperception Test (TAT), House-Tree-Person (HTP), Vineland, and NEO-PI-R
- ♣ Worked with patients in individual counseling, initial intake assessments, and group therapy sessions

PROFESSIONAL EXPERIENCE

MANAGEMENT CONSULTING EXPERIENCE

Southern California Edison, Rosemead, CA

Senior Advisor, Operational Excellence

June 2022 – present

- ♣ Operational Excellence - Lead cross-functional teams to ensure the effective implementation of the Environmental Transformation, including the Environmental Management System (EMS) to meet ISO 14001 standards. Develop and execute the communication strategy, organizational change management plan, culture change, and organizational design initiatives. Interact regularly with senior management and executives to provide one EMS voice, share performance metrics, innovative strategies, and recommendations for ensuring environmental compliance integration into operations and helping to create a culture of operational excellence and continuous improvement.

Senior Advisor, Business Readiness

April 2020 – June 2022

- ♣ Organizational Change Management - Lead organizational business readiness activities for cross-functional initiatives ensuring all people-related change activities are coordinated and executed. Develop and execute organizational change management plans, business process implementation, technology deployment, communication, and training. Build organizational change management capabilities and competencies across Transmission & Distribution to effectively lead and manage change.

Organizational Development Consultant

June 2016 – April 2020

- ♣ Strategic Consultation - Consulted with Leaders and Executives on increasing organizational capabilities to achieve strategic initiatives, goals and objectives. Presents to executives and business leaders to influence key decisions.

- ♣ Organizational Change Management – Provided strategic insights to sponsors, project managers, and other key stakeholders on how to effectively drive readiness and adoption on enterprise, cross-functional change initiatives, such as Transmission & Distribution, Ethics & Compliance, Safety, Human Resources, etc. Provides consultation and delivers on change plans and deliverables from the initiation to implementation on a variety of change projects, including culture transformation, business process improvements, and technology changes. Partners with sponsors, business leaders, communication, training, subject matter experts to implement changes. Supervises external change consultants to deliver on organizational design and change services.
- ♣ Leadership & Team Effectiveness – Advised leaders and employees on team dynamics, conflict management, and team effectiveness. Facilitates leader and team workshops to increase overall team effectiveness.
- ♣ Workplace Environment – Led the enterprise organizational health program to improve the work environment and increase the overall organization’s performance. Designed a Values Ambassador Program to improve the workplace environment and shift the company culture aligned with the business strategy.
- ♣ Vendor Management – Managed vendor processes and suite of vendors to provide organizational design and change management services for the enterprise.

Selection & Assessment Consultant

August 2014 – May 2016

- ♣ Leadership & Competency Modeling – Effectively managed the design, development, and implementation of an enterprise-wide leadership model and competencies aligned with the company’s strategic high performance initiative.
- ♣ Organizational Effectiveness – Strategically partnered with stakeholders on leadership effectiveness and cultural change.
- ♣ High Potential Program Selection & Development – Clearly defined high potential selection criteria and designed the processes and tools to identify high potential employees for enterprise-wide leadership development programs. Participated in a high potential leadership development program design team to develop the program structure and programming to accelerate the development of high potential leaders for executive-level roles.
- ♣ Performance Management – Develops tools to increase the quality of conversations between leaders and employees.
- ♣ Strategic HR Project Management – Strategically led a cross-functional team to develop an enterprise-wide self-service hiring process that is decreasing time to fill, improving quality of hire, and enhancing manager interview skills.
- ♣ Assessment Vendor Management – Managed vendors in the development and implementation of assessment solutions.
- ♣ Assessment Strategy – Actively participated in a project team to implement an integrated assessment strategy and select assessment vendors to meet the company’s assessment needs. Completed assessment practices benchmarking study to assist in the development of a company assessment strategy. Led a project team to measure the impact of selection tests and assessments on business outcomes. Developed an intake model to identify and prioritize assessment projects and maintenance of existing assessments. Evaluates assessment solutions to determine value in meeting business needs.

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

- ♣ Executive Selection – Comprehensively designed selection tools for hiring individuals into executive-level positions.
- ♣ Leadership Coaching – Dynamically coached employees that resulted in improved job performance and promotions.

Selection & Assessment Year Round Intern

February 2012 to August 2014

- ♣ Consults with internal business unit clients and providing expert advice on employee selection/developmental issues
- ♣ Develops and revises valid, job-related, and legally defensible assessment and selection tools, including knowledge tests, performance tests, work samples, and structured interviews
- ♣ Scores and provides feedback for assessment center exercises

Avatar Research Institute, Duran Group, Inc., Washington, DC

Consultant

February 2011 to June 2011

- ♣ Analyzes data from a minority career advancement preparedness survey using SPSS

CLINICAL EXPERIENCE

Stepping Stones Continuing Day Treatment, Allegany Rehabilitation Associates, Inc., Warsaw, NY

Clinical Therapist, Treatment Team Member

May 2010 to August 2010

- ♣ Completed comprehensive treatment plans, periodic treatment plan reviews, bio-psycho-social intake assessments, discharge/termination paperwork, adult risk assessments for a caseload of 20 consumers
- ♣ Developed, implemented, and lead clinical group sessions addressing the needs of the consumers such as Dialectical Behavior Therapy (DBT)

Edinboro University of Pennsylvania, Edinboro, PA

Counseling and Psychological Services Graduate Assistant

August 2008 to December 2009

- ♣ Completed administrative projects such as five-year evaluation of CAPS services and student programs
- ♣ Assisted with scheduling appointments and reception area functions
- ♣ Experienced application of clinical services in daily operations and confidentiality

HIGHER EDUCATION EXPERIENCE

The Chicago School of Professional Psychology, Los Angeles, CA

Registrar Assistant

February 2011 to January 2012

- ♣ Assisted in registration functions and commencement activities, such as inputting courses for online registration, enrollment verifications, degree conferrals, and degree audits
- ♣ Used Campus Vue to complete daily registrar functions and keeping accurate student records
- ♣ Helped students troubleshoot registration issues and other student services functions in person and by phone

Elmira College, Elmira, NY

Information Technology Help Desk Consultant

May 2005 to June 2008

- ♣ Solved computer, network, and software issues for students and faculty via phone, e-mail, and in-person
- ♣ Assisted in training programs to help students learn computer software and increase technology skills

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

TEACHING EXPERIENCE

The Chicago School of Professional Psychology, Los Angeles, CA

Senior Adjunct Faculty

August 2022 to Present

- ♣ Educates students in an on-ground/online blended format in Doctoral and Masters Program.
- ♣ Design courses and develop course material, such as weekly quizzes, labs, and written assignments.
- ♣ Courses taught include:
 - IO 512 Organizational Consulting Skills
 - PB 566 Intergroup Conflict Resolution
 - PB 536 Strategic & Organizational Planning

Adjunct Assistant Professor

January 2020 to July 2022

- ♣ Educates students in an on-ground/online blended format in Doctoral and Masters Program.
- ♣ Design courses and develop course material, such as weekly quizzes, labs, and written assignments.
- ♣ Courses taught include:
 - IO 510 Organizational Behavior
 - IO 512 Organizational Consulting Skills
 - IO 523 Job Analysis & Employee Selection
 - PB 451 Social Psychology / Behavioral Economics
 - PB 566 Intergroup Conflict Resolution
 - PB 536 Strategic & Organizational Planning
 - PB 610 Dissertation Development 1
 - PB 611 Dissertation Development 2
 - PB 612 Dissertation Development 3
 - OL 631 Dissertation Maintenance 1
 - OL 632 Dissertation Maintenance 2

Adjunct Instructor Professor under Robert Miller, Ph.D.

May 2014 to June 2017

- ♣ Educates students in an on-ground/online blended format in Masters Program.
- ♣ Teach students how to effectively run advanced statistical analysis on SPSS, such as Conditional Process Analysis, Factor Analysis, Structural Equation Modeling (SEM), and Multilevel Modeling (MLM).
- ♣ Teaches students how to effectively run statistical analysis on SPSS, such as t-tests, correlations, simple regressions, multiple regressions, ANOVAs, ANCOVAs, MANOVAs, MANCOVAs, and non-parametric tests
- ♣ Design courses and develop course material, such as weekly quizzes, labs, and written assignments.
- ♣ Courses taught include:
 - IO 400 Professional Development
 - IO 511 Organizational Culture & Design
 - IO 512 Organizational Consulting Skills
 - IO 519 Statistics & Lab
 - IO 541 Psychometrics

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

- PB 549 Advanced Statistics

Teaching Assistant under Marlon Sukal, MBA, Ph.D.

August 2011 to December 2011

- ♣ Teaches students how to effectively run statistical analysis on SPSS, such as t-tests, correlations, simple regressions, multiple regressions, ANOVAs, ANCOVAs, MANOVAs, MANCOVAs, and non-parametric tests
- ♣ Develop course material, such as weekly quizzes, labs, and written assignments
- ♣ Assist in grading weekly quizzes and term assignments
- ♣ Conduct weekly course review groups and provided students with one on one tutoring and feedback to improve academic performance and develop professional behavior
- ♣ Courses taught include:
 - IO 519 Statistics & Lab
 - IO 541 Psychometrics

Edinboro University of Pennsylvania, Edinboro, PA

Professor's Assistant under Sharon Hamilton, Ph.D.

August 2009 to December 2009

- ♣ Graded weekly assignments for Personality Psychology class

Psychology Department Experimental Psychology Tutor

August 2008 to May 2009

- ♣ Helped students with homework and projects during weekly tutor sessions

RESEARCH EXPERIENCE

The Chicago School of Professional Psychology, Los Angeles, CA

Dissertation Chair & Committee Member

March 2020 to present

SIOP Conference Reviewer

March 2020 to present

Doctoral Researcher under Robert Miller, Ph.D.

August 2013 to December 2019

- ♣ Dissertation Title: *Leadership Influence on Occupational Safety: Psychological Safety and Safety Climate as Mediators Between Leadership and Safety Performance*

Research Project Manager under Robert Miller, Ph.D.

May 2014 to June 2016

- ♣ Led a research project on effectiveness of teach statistics.

Research Project Manager under Marlon Sukal, MBA, Ph.D.

August 2010 to June 2011

- ♣ Led team in research design, data collection, and coding for Artificial Neural Network Meta-Analysis

Edinboro University of Pennsylvania, Edinboro, PA

Graduate Researcher under Peter McLaughlin, Ph.D.

October 2008 to October 2009

- ♣ Developed Master's Thesis Project: *The effects of scopolamine on working and reference memory in eight-arm radial maze task*

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

Elmira College, Elmira, NY

Undergraduate Researcher under Christine Bezotte, Ph.D.

September 2006 to December 2007

- ♣ Executed electrophoresis gels and Polymerase Chain Reaction to test the genetic diversity among a mangrove bivalve

Undergraduate Researcher under Pierre Bouthyette, Ph.D.

September 2004 to September 2006

- ♣ Investigated acid phosphatase activity in corn species grown in sterile hydroponics system
- ♣ Analyzed the enzyme activity difference between corn grown in phosphate-rich or phosphate-poor environment

LEADERSHIP EXPERIENCE

The Chicago School of Professional Psychology, Los Angeles, CA

Co-Chair, Adjunct Advisor Board

August 2023 to present

SoCal Campus Representative, Adjunct Advisor Board

August 2020 to present

Adjunct Faculty Mentorship Program

August 2021 to present

Student Member, Academic Calendar Committee

July 2011 to June 2012

- ♣ Provide assistance in the development of the school's five year academic calendar with members of the school's community

Student Ambassador, Business and IO Psychology Department

June 2011 to June 2012

- ♣ Assist Student Affairs and Admissions in Orientation, Open Houses, and other related activities
- ♣ Provided guidance and leadership to current students in a period of transition

President, California Graduate Student Association

April 2012 to March 2014

Vice President, California Graduate Student Association

April 2011 to March 2012

- ♣ Manage 10 students on a board in making decisions for campus programming
- ♣ Lead the student association in fostering a stronger campus community across programs and locations
- ♣ Act as a liaison between students, administration, and faculty on campus issues and programming
- ♣ Award scholarships to students for attending professional conferences and professional memberships

Student Representative, Student Affairs Committee

February 2011 to January 2012

- ♣ Act as the student voice on a committee of department chairs and professors in making decisions regarding student's behavior concerning academic dishonesty and professional comportment

Edinboro University of Pennsylvania, Edinboro, PA

Clinical Psychology Class Representative, Graduate Student Counsel

October 2008 to May 2010

- ♣ Organized, designed, and lead campus programming for graduate students

Graduate Professional Development Program Counsel

January 2009 to May 2010

- ♣ Decided on awarding scholarships to students for attending professional conferences

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

Elmira College, Elmira, NY

Vice President, Elmira College Class of 2008

Sept. 2007 to June 2008

- ♣ Served as an officer and fulfilled the duties of providing the graduating class with a memorable experience
- ♣ Served as a liaison to the Registrar in preparing for Commencement and spoke during the ceremony

Fall Orientation Chair, Orientation Executive Committee

January 2007 to October 2007

- ♣ Managed and lead a committee of 8 students to oversee 200 orientation leaders throughout a nationally recognized Orientation Trilogy Program
- ♣ Improved orientation leader performance and program success to increase overall student satisfaction
- ♣ Maintained a healthy working relationship with Administrators and the President for a successful program
- ♣ Emphasized leadership development, communication, public speaking, and teamwork skills

Academic Chair, Orientation Executive Committee

January 2006 to October 2006

- ♣ Organized Assessments and Academic Information Sessions for over 1100 new incoming students
- ♣ Worked closely with the Associate Dean of Faculty regarding academic programs

HONORS & AWARDS

Adjunct Professor of the Year | TCSPS SoCal Campuses

May 2023

Jack K. Horton Humanitarian Award

March 2020

*acts of exceptional courage, self-sacrifice, initiative, and resourcefulness in an emergency situation

Toastmasters International. Distinguished Toastmaster (DTM).

October 2018

Edward A. Bouchet Graduate Honor Society

June 2013

Alpha Epsilon Lambda (Graduate Honor Society)

February 2009 to present

Elmira College Alumni Ring (Male winner; Possesses leadership skills, service to class and community)

March 2008

Psi Chi (Psychology Honor Society)

February 2008 to present

Pi Gamma Mu (International Social Science Honor Society)

February 2008 to present

Iris Leadership Prize (Leadership scholarship)

Sept. 2006

Omicron Delta Kappa (Leadership Honor Society)

February 2006 to present

Elmira College Dean's List and Honor Scholar

June 2006 to June 2008

Beta Beta Beta (Biological Honor Society), Member, President

February 2005 to June 2008

Elmira College Salutatorian Scholarship (\$87,000 over 4 years, 3.4 GPA to maintain)

Sept. 2004 to June 2008

Bob Davis - Lou Foy Memorial Award (Given by the Olean Times Herald)

June 2004

*Success in Athletics, Academics, Service to Community (Male winner out of 34 schools)

Eagle Scout, Senior Patrol Leader, Boy Scouts of America

February 2004

Boys' State, Allegany County Representative, New York

June 2003

COMMUNITY SERVICE

The Chicago School of Professional Psychology

August 2009

- ♣ Food Harvest: assisted in organizing and collection food items for the homeless and in need

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

Edinboro University of Pennsylvania

March 2009

- ♣ Brain Awareness Week

Woodlawn Youth Center Inc., Elmira, NY

Sept. 2004 to May 2005

- ♣ Mentored children after school, completed homework, and encouraged physical development

PUBLICATIONS

Harmon, S. R. (2019). Leadership Influence on Occupational Safety: Psychological Safety and Safety Climate as Mediators Between Leadership and Safety Performance. ProQuest Dissertations Publishing.

CONFERENCE PRESENTATIONS

Harmon, S. (2023, April 20). Leadership Influence on Occupational Safety through Psychological Safety. In Harmon, S. (Chair) & Allen, J. (Discussant). (2023). *Psychological Safety in Context: Leadership, Innovation, Safety, and more* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

De Young, P., Dedace, K., Gray, T., Harmon, S., & Locklear, J. (2022, May 12). *Alumni Perspectives: How employers can contribute to workplace wellness* [Panel]. The Chicago School of Professional Psychology State of Mental Health Summit, Los Angeles, CA, United States.

Harmon, S. (2022, April 29). Leadership Competencies for Building a Psychologically Safe Climate. In Zani, K. (Chair), *Lessons for Leaders: Creating A Psychologically Safe Work Environment* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Shotwell, J., Harmon, S., Sauer, A., & Lamas, S. (2021, September 28-30). *The Power of Psychological Safety to Shape the Future* [Conference Session]. NextGen Excellence Through Innovation Summit, Southern California Edison.

Harmon, S. (2021, February). *FUTURE OF WORK: Advancing your Organizational Culture Through a Values Ambassador Program* [Conference session]. Society of Consulting Psychology Annual Conference, Virtual.

Harmon, S., Miller, R., Mulholland, J., & Finkelman, J. (2020, June). *Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators*. Virtual Graduate Research Forum, The Chicago School of Professional Psychology.

Harmon, S., Miller, R., Mulholland, J., & Finkelman, J. (2020, April). *Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators* [Paper presentation]. 35th Annual Society of Industrial and Organizational Psychology Conference, Austin, TX.

Gauthier, A. & Harmon, S. R.; Bezotte, D. (2007). Genetic Diversity among the Mangrove bivalve *Pinctata imbricata* in San Salvador, Bahamas. *Undergraduate Poster*, 10th Annual Undergraduate Research Symposium, Baltimore, MD, October 13, 2007.

PROFESSIONAL CONFERENCES

Society of Industrial and Organizational Psychology (2023). SIOP Conference. Boston, MA, April 20-22.

Society of Industrial and Organizational Psychology (2022). SIOP Conference. Seattle, WA, April 28-30.

Society of Industrial and Organizational Psychology (2021). SIOP Conference. New Orleans, LA, April 23-25.

Society of Consulting Psychology (2021). SCP Annual Conference. Virtual, February 2021.

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

- Society of Industrial and Organizational Psychology (2020). SIOP Conference. Austin, TX, April 23-25.
- Society of Industrial and Organizational Psychology (2019). SIOP Conference. National Harbor, VA. April 4-6.
- Organizational Design Forum (2018). ODF Conference. Ann Arbor, MI, April 23-25.
- Society of Industrial and Organizational Psychology (2017). SIOP Conference. Orlando, FL, April 27-29.
- Society of Industrial and Organizational Psychology (2016). SIOP Conference. Anaheim, CA, April 14-16.
- Society of Industrial and Organizational Psychology (2015). SIOP Conference. Philadelphia, PA, April 23-25.
- Society of Industrial and Organizational Psychology (2014). SIOP Conference. Honolulu, HI, May 15-17.
- Society of Industrial and Organizational Psychology (2012). SIOP Conference. San Diego, CA, April 26-28.
- Society of Industrial and Organizational Psychology (2011). SIOP Conference. Chicago, IL, April 14-16.
- Ramirez, P. (2010). *Developing Your Emotional Intelligence*. Rockhurst University Continuing Education Center, Inc., Henrietta, NY, May 5, 2010.
- Neuroscience Conference (2009). 39th Annual Meeting. *The Society for Neuroscience*, Chicago, IL, October 17-21, 2009.
- Lader, W. (2009). *Understanding and Treating the Self-injurer*. National Alliance of Mental Illness, Erie, P.A., May 7, 2009.
- Cohen, W. (2009). *Leadership*. Keynote Business Forum, Erie, P.A., March 26, 2009.
- Thomas, N. (2009). *Reactive Attachment Disorder: "When Love Is Not Enough."* National Alliance of Mental Illness, Erie, P.A., February 26, 2008.
- Carter, J. (2009). *Bipolar: A New Slant on the Disorder*. Cross Country Education, Erie, P.A., February 18, 2008.
- Neuroscience Conference (2008). 38th Annual Meeting. *The Society for Neuroscience*, Washington, D.C., November 15-19, 2008.

PROFESSIONAL MEMBERSHIPS

- Student Member, Society of Industrial and Organizational Psychology, Inc., February 2010 to Present
- Student Member, American Psychological Association, January 2020 to Present
- Student Member, The Society of Neuroscience, November 2008 to April 2010
- Student Member, Pennsylvania Psychological Association, November 2008 to April 2010

ADDITIONAL SKILLS & EXPERIENCES

- ♣ Proficiency in Microsoft Office, Adobe Suite (Photoshop, Illustrator, InDesign), iMovie, and Webdesign
- ♣ Possess expertise in scientific method (e.g., conducting research, research design)
- ♣ Possess expertise in advanced statistics, data analytics, and software (e.g., Mplus, SPSS)
- ♣ Skilled at public speaking and giving presentation to small and large audiences (1200 people)
- ♣ Trained in Psychological Assessment with NEO-PR-I, MBTI, Wechsler Adult Intelligence Scale (WAIS-III), WAIS-IV, and Minnesota Multiphasic Personality Inventory (MMPI-2)
- ♣ Passion to learn, develop skills, maintain objectivity, keep a positive attitude, meticulous on tasks and goals

CERTIFICATIONS

- ♣ Associate Certified Coach (ACC). International Coaching Federation. Issue Date: Apr 2022.
- ♣ Prosci Methodology Application Program Certificate. Issue Date: Aug 2021.

SHANON R. HARMON, Ph.D., M.A.

Email: shanon.r.harmon@live.com ♣ Mobile: (585) 610-6683

- ♣ Institute of Asset Management (IAM) Certification. The Institute of Asset Management. Issue Date: May 2021.
- ♣ Firo-B & Firo Business Certified Practitioner. The Myers-Briggs Company. Issued date: Dec 2019.
- ♣ Prosci. Prosci Change Management Train-the-Trainer Program. Issued date: January 2018.
- ♣ MBTI Certified Practitioner (Step I and Step II). The Myers-Briggs Company. Issued date: Nov 2016
- ♣ Project Management Program Certificate. University of La Verne. Issued date: Oct 2016.
- ♣ Prosci Certified Change Practitioner. Prosci, Inc. Issued date: Sep 2016.
- ♣ Risk Type Compass, Multi-Health Systems Inc. Issued date: March 2016
- ♣ Preparing Future Psychology Faculty Program. The Chicago School of Professional Psychology. Issued date: Aug 2014.
- ♣ Teaching Online Pedagogy & Standards (TOPS). The Chicago School of Professional Psychology. Issued date: Aug 2014.
- ♣ CTI Certified Professional Co-Active Coach (CPCC). The Coaching Training Institute (CTI). Issued date: Jul 2014.

REFERENCES

- ♣ Available upon request