

KRISTIN H. ANDREEN, M.A.

Organizational Consultant

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SELECTED ACCOMPLISHMENTS

- Created and implemented volunteer program for at risk adolescents; applied and received grant money in the sum of \$1,400 from Hendrix College to begin Students Helping Students (SHS) organization
- Developed training assessment tools for the job positions of Team Leader and Cooperative Education (CoOp) within Navy Advancement Center, NETPDTC
- Facilitated the development and implementation of the training course for new employees at the Navy Advancement Center, NETPDTC
- Taught Navy Advancement Center, NETPDTC new employee training course
- Conducted Job Analysis and developed Training Program for Pensacola, FL Fire Department
- Conducted Job Analysis and developed Performance Appraisal for IT Department of the University of West Florida

EDUCATION

M.A. Industrial-Organizational Psychology

5/2009

University of West Florida
Pensacola, FL
GPA 3.6

B.A. Psychology

5/2007

Hendrix College
Conway, AR
GPA 3.0

PROFESSIONAL EXPERIENCE

Organizational Consultant

6/2009-Present

Ignite Consulting Group, LLC (ICG)
Pensacola, FL

- Provide human resource and personnel development solutions
- Develop various human capital programs and assessments
- Specialize in designing educational/training programs and assessments
- Identify training weaknesses through organizational evaluations

Personnel Psychologist

5/2008-Present

Navy Advancement Center (NETPDTC)
Pensacola, FL

- Develop and produce Navy enlisted advancement exams and exam study materials in direct support of the Navy Enlisted Advancement System (NEAS)
- Lead and direct teams of subject matter experts (SMEs)
- Evaluate and verify the final product for technical content and adherence to psychometric standards

Assessment Center Research and Development Associate

8/2008-12/2008

Center for Applied Psychology (CAP)
Pensacola, FL

- Assisted CAP in developing simulations for assessment center
- Researched, developed, and pilot-tested role-play simulation
- Developed instruments and procedures in accordance with professional standards
- Applied professional psychological principles, theories, and methods in the development of simulations
- Applied concepts to personnel selection, retention, performance evaluation, and training and development
- Presented on research findings in technical meetings with partners and clients

Assessment Center Assessor

12/2007

Personnel Board of Jefferson County

Birmingham, AL

- Analyzed and scored testing materials for government jobs
- Assessed candidates in a Role-play simulation
- Analyzed and scored candidates' responses to In-basket simulation
- Applied psychological principles and methods in the evaluation of personnel
- Applied concepts and tools in personnel recruitment and selection

SKILLS

- Psychometrics
- Statistical Analysis
- Microsoft software: Word, Excel, Outlook, PowerPoint
- Statistical software: SPSS and Minitab

TRAINING

- Anti Terrorism / Force Protection Level I Awareness Training Course
- Lean Six Sigma White Belt
- Lean Six Sigma Green Belt certified
- Facilitation Training, Navy Advancement Center
- Statistical Software: Minitab, Navy Advancement Center

AWARDS

- On-the-Spot Award, Navy Advancement Center, May 2009
- On-the-Spot Award, Navy Advancement Center, August 2009
- On-the-Spot Award, Navy Advancement Center, February 2010

PROFESSIONAL SOCIETIES

- Society for Industrial & Organizational Psychology (SIOP), *Member*, 2008-present
- Society for Human Resource Management (SHRM), *Member*, 2008-present
- Society for Human Resource Management (SHRM) UWF Chapter, *Secretary*, 2008-2009