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SKILLS

- Volunteer Engagement
- Program Evaluation
- Training Development
- Community Outreach
- Organizational Culture
- Strategic Planning

EDUCATION

**M.S. IN ORGANIZATIONAL PSYCHOLOGY,
UNIVERSITY OF SOUTHERN CALIFORNIA**

LANGUAGE

- English
- Spanish
- German

ACHIEVEMENTS

- Increased volunteer satisfaction scores by 40% through targeted engagement initiatives.
- Secured a grant for research on volunteerism in non-profits.
- Developed a successful onboarding program that improved volunteer retention rates.

Michael Anderson

ORGANIZATIONAL DEVELOPMENT MANAGER

As an Organizational Behavior Scientist with a focus on non-profit organizations, I bring over 9 years of experience in applying behavioral theories to enhance organizational effectiveness and community impact. My career is dedicated to understanding how organizational culture influences employee motivation and service delivery in the non-profit space. I have led initiatives aimed at improving volunteer engagement and retention, recognizing the vital role volunteers play in achieving an organization's mission.

EXPERIENCE

ORGANIZATIONAL DEVELOPMENT MANAGER

Community Impact Group

2016 - Present

- Designed strategies to enhance volunteer engagement and reduce turnover rates.
- Implemented training workshops focused on organizational culture and inclusivity.
- Conducted assessments to measure the effectiveness of volunteer programs.
- Collaborated with leadership to align organizational practices with community needs.
- Developed metrics to track volunteer satisfaction and program impact.
- Facilitated community forums to gather feedback and improve services.

BEHAVIORAL PROGRAM COORDINATOR

Empower Non-Profit Org.

2014 - 2016

- Conducted research on volunteer motivations and barriers to engagement.
- Designed and implemented programs that increased volunteer retention by 30%.
- Worked with teams to create inclusive practices that fostered volunteer participation.
- Evaluated program outcomes and recommended improvements to leadership.
- Facilitated training sessions on behavioral engagement strategies.
- Presented findings to stakeholders to secure funding and support.