

TINA BADAKSHAN

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Dedicated researcher and detail-oriented program manager with background in training and education; exceptional communication skills and experience in various sectors. Passionate about better understanding well-being, mindfulness, and self-awareness.

Education

Claremont Graduate University

PhD Candidate, Positive Developmental Psychology

Claremont, CA

Aug 2020-present

University of California, San Diego

Bachelor of Science in Human Biology

La Jolla, CA

2007 – 2011

Relevant Coursework: Psychology; General Psychology: Biological Foundations; Evolution & Human Nature; Cognitive Sci Seminar; Anthropology: Debating Multiculturalism

Research Experience and Publications

Well-being & Developmental Methods Research Lab

Lab Member & Researcher at Claremont Graduate University

Claremont, CA

August 2020 – present

Behavioral Lab, Berkeley Haas School of Business

Research Assistant

Berkeley, CA

May 2020 – Aug 2020

- Mind and Person Perception Lab; PI Dr. Juliana Schroeder
- Conduct literature reviews for behavioral studies on mind perception
- Independently run Zoom studies to understand how people form social inferences about others
- Facilitate online research for graduate students and faculty members

Department of Ophthalmology at UCI Medical

Research Assistant

Irvine, CA

June 2010 – September 2012

- Carried out herpes simplex virus research in the laboratory to further the initiative of developing vaccine to reduce or eliminate communicable diseases
- Conducted scientific and basic editing of academic papers in immunology/virology and vaccine development
- Performed online herpes-related research outside of the lab using primary and secondary sources
- Coordinated with other researchers to meet deadlines & improved efficiency by 20%

Co-authored the following:

- [*The challenges and opportunities for the development of a T-cell epitope-based herpes simplex vaccine*](#)
_ScienceDirect (Elsevier), November 2014

- [Targeting the Genital Tract Mucosa with a Lipopeptide/Recombinant Adenovirus Prime/Boost Vaccine Induces Potent and Long-Lasting CD8+ T Cell Immunity Against Herpes: Importance of Myeloid Differentiation Factor 88](#)
The Journal of Immunology, September 2012
- [Future of an asymptomatic T-cell epitope-based therapeutic herpes simplex vaccine](#)
Future Virology (Medicine), March 2012

Speaking Engagements

- [Wisdom 2.0 Conference](#), San Francisco, “What is the Optimal Way to Develop Self-Awareness?”
February 2017
- OSAC (Overseas Security Advisory Council), Annual Briefing, Women in Security Sexual Assault Panel, November 2017

Professional Experience

Salesforce

Program Manager: Technology, Innovation, People and Learning

San Francisco, CA

August 2019 – present

- Lead a team of five to empower the success of all 15,000+ Technology, Marketing, and Products employees by amplifying our innovation, technology, and culture. Ensure their engagement and success through designing and delivering learning, innovation, and culture programs that scale
- Research best practices and conduct regular focus groups to better understand employee needs and apply learnings
- Own, deliver, and execute on programs through setting up, implementing, and managing initiatives
- Create and develop the Operations function within the Innovation and Learning unit. Partner with leaders on the team as well as cross-functional teams to manage complex initiatives through to successful completion
- Collaborate with all Product lines, Product Marketing, Product Design, User Experience, and Executive teams to create a comprehensive, data-driven strategy for programs in portfolio
- Support the vision, values, methods, and metrics for the Culture & Innovation team

Tetra tech DPK

Project Manager

San Francisco, CA

May 2018 – July 2019

- Through research findings, provided ongoing input on annual work plans and technical deliverables and edited over 200 project reports
- Managed project activities and contract administration, ensuring compliance with client regulations, rigorous financial management, and effective implementation
- Liaised with field offices and managed home office resources to ensure timely completion of programmed activities and deliverables
- Monitored program spending and provided financial management support to ensure results were achieved within budget

- Developed tools and policies to ensure compliance with internal and donor regulations. Reviewed, approved, and provided guidance on procurement and grant award processes
- Provided guidance to project offices on financial, administrative, and compliance issues

Social Impact (International Development, Monitoring and Evaluation)
Business Operations Manager

Arlington, Virginia
June 2014 – May 2018

- Conducted research and analysis of internal and client-facing projects for Social Impact (global development management consulting firm that provides monitoring, evaluation, strategic planning, and capacity building services to advance development effectiveness)
- Managed and evaluated capacity building programs, reporting to Operations Director and Executive Vice President, to design and deliver trainings in operations, project management, organizational values, and corporate performance using a train-the-trainer model to reach over 200 HQ and field staff. Developed comprehensive evaluation metrics to determine effectiveness against quarterly goals/objectives
- Conducted analysis to support a variety of planning and performance management tasks. This includes gathering data from different parts of the company (sometimes utilizing survey tools), organizing and analyzing the data, developing recommendations/options for consideration by the COO. This includes the following:
 - Gather data and update, on a biannual basis, SI's Corporate Scorecard, as well as data on core business processes
 - Update on a regular basis a tracker of SI's performance scores, analyze the data and facilitate a process to distill and communicate emerging lessons to relevant parts of the organization
 - Use the data to inform decisions and lead the company in business process optimization
- Served on learning and development advisory group (inform agenda, initiatives, policies, and annual priorities) housed in HR for company-wide initiatives. Led the learning and development effort for operations divisions and field offices, applying CLA approaches
- Served as focal point for business operations communication at HQ for ten project offices in Africa, Asia, and Latin America. Led quarterly process of preparing and communicating corporate updates to 120 staff

Biotechnology Industry Organization (BIO)
Liaison Manager (short-term contract)

Washington, D.C.
March 2014 – July 2014

- Played a key role in the preparation for and facilitation of BIO International Convention, the largest biotechnology event in the world with over 3,000 of the largest pharmaceutical and biotechnology companies
- Successfully managed corporate accounts and relationships with six assigned client companies (including Fortune 500) in five countries and provided marketing support to different tiers of convention participants throughout event management process (phone calls, emails, and virtual meetings)
 - Communicated tasks and deadlines to all clients and coached them on how to navigate internal convention participant database system to arrange meetings with other participant companies

Center for Teaching & Learning (CTL) Academy
Classroom Teacher

Abuja, Nigeria
August 2013 – February 2014

- Oversaw and contributed to the development of curriculum standards for CTL Academy by drawing from global best practice and leading a group of five international teachers
- Innovatively augmented teaching resources while creating weekly plans with engaging lessons (based on American curriculum) for 13 elementary and middle school students in Nigeria
- Created and managed innovative physical fitness program that influenced positive behavior change (with focus on empathy) in 40 students

Lycée Gaston Monnerville and Collège Olivier de Magny
English Teaching Assistant

Cahors, France
August 2011-May 2012

- Created and led an innovative program focused on developing English language skills and cultural enrichment for over 250 middle school and “professional” French students aged from 11 to 23
- Developed innovative instruction methods through leading a collaborative team of 4 teachers to help further develop language proficiency in all grade levels

Training and Skills

- French (fluent written/spoken); Spanish (fluent written/spoken); Farsi/Persian (fluent spoken)
- Online research tools: Qualtrics, Sona System (Behavioral Lab), SurveyMonkey
- Completion of Collaborative Institutional Training Initiative (CITI program for Human Research; Social and Behavioral Research)
- Additional Training: Strategy & Performance Management (Georgetown University)
- Certificate: Project Management in Development (PMD Pro)
- Certificate: InsideNGO's Management Skills for New Managers
- Personal Development: Successfully completed introductory, advanced, and self-expression leadership courses attending over 200 hours of classroom coaching in 24 months. Strengthened self-awareness and communication skills leading to personal and professional growth. Engaged in over 60 individual and group coaching calls to exchange impactful personal and professional development input.