

Fabiana Memmolo

909.242.1966 - famemmolo@gmail.com - www.fabianamemmolocoach.com

Positive psychology researcher and executive coach with a proven ability to design and conduct research, analyze data, and communicate findings to various audiences. Expertise in multiple areas, including organizational and developmental psychology, evaluation, and coaching. Committed to utilizing established expertise in leadership program development, behavior change interventions, and coaching interventions to promote and improve the well-being of individuals from diverse backgrounds.

Education

- **Ph.D. Candidate Positive Organizational Psychology**, Claremont Graduate University, Claremont, (CA) Present
- **MA Positive Developmental Psychology and Evaluation**, Claremont Graduate University, (CA) 05/2023
- **MSc Psychology (accredited by British Psychology Society)**, University of East London, (UK) 09/2020
- **MA Philosophy**, University Alma Mater, Bologna, Italy 10/2009
- **BA Philosophy**, University Federico II, Naples, Italy 07/2006

Skills

- Quantitative and qualitative research
- Discussion facilitation
- Advanced oral and written communication skills
- Tutoring and mentoring
- Team coaching
- Learning and development of program production and facilitation

Academic Experience

Graduate Research Assistant, The Leader and Organization Vitality Lab (LOV Lab), Claremont Graduate University, (CA) 09/2023-Present

- Researching the role of coaching in enhancing meaning within organizations.

Teaching Assistant, The Evaluators' Institute, Claremont Graduate University, (CA) 06/2023-Present

- Collaborated with the instructor to improve curriculum and instructional materials.
- Developed and implemented innovative teaching strategies to enhance student engagement and comprehension.

Graduate Research Assistant, Well-being & Developmental Methods Research Lab, Claremont Graduate University, (CA) 02/2022-Present

- Analyzing data to conduct research on mindfulness and well-being in college students.

Leadership Consultant, LeAD Labs, Claremont Graduate University, (CA) 05/2022-Present

- Collaborating with researchers to design evidence-based content and training materials such as curricula, courses, and eLearning products to provide exceptional value to small businesses and enterprise organizations.
- Coaching students and emerging leaders to realize their potential. Identifying areas for growth and guiding individuals to reach their goals by thoroughly analyzing 360 leadership assessment.

Research Assistant, Worker Wellbeing Lab, Claremont Graduate University, (CA) 06/2022-06/2023

- Participating in research meetings, discussions of theory and development of research questions, background research, design, and methodology.
- Developing a new scale to measure presence in the workplace and analyzing item selection to publish behavioral science research projects.

Research Assistant, Middlesex University, London, (UK) 01/2020-10/2021

- Conducting comprehensive qualitative and quantitative research in the Health Psychology laboratory to measure the effects of COVID-19 on the emotional and physical well-being of staff and students in higher education.
- Processing quantitative data using SPSS and qualitative findings with precision for analysis and evaluation for the following publication.

Research Assistant, University of Birkbeck, London, (UK) 03/2019-08/2019

- Conducted quantitative research into tactile perception, recruited participants, and collected data.
- Analyzed data using the software package Matlab.
- Collaborated with research teams to identify opportunities for improving research procedures and improving data quality collection and analysis.

Students Counsellor, University of East London, (UK) 02/2019-08/2021

- Interacted with university and prospective students and parents during tours and student visit days, answering questions and providing insight.

- Taught classes and conducted information sessions on education and career planning subjects.
- Student Adviser**, University of Bologna, (Italy) 11/2009-11/2010
- Worked with students to help them understand and overcome personal, social, or behavioral problems affecting educational or vocational situations.
 - Promoted career planning presentations, work experience programs and career workshops in new student orientation programs to help incoming students transition to university life.

Professional Experience

Executive Coach, BetterUp, (CA), globally 04/2019-Present

- Coaching one-on-one and groups of managers at all levels, from first-line to senior executives in various organizations, including retail, technology, healthcare, pharmaceutical, manufacturing, government, financial institutions, nonprofits, and education.
- Utilizing an array of personality tests and 360-degree assessments, analyzed and interpreted the results, discussed findings with clients, and developed appropriate action plans to enhance behavioral change and leadership skills.

Executive Coach, CoachHub, (GE), globally 02/2021-Present

- Conducting leadership assessments to identify executives' and managers' strengths and development needs.
- Coaching various clients, from individual contributors to senior directors, to support their professional development.

Life & Health Coach, Freelance, Bologna (Italy) 04/2013-12/2019

- Conducted sessions for adults in both individual and small group settings guiding individuals to tap into their strengths to succeed in goal setting, personal growth, and behavior modification - both in their personal and professional lives.
- Motivated and encouraged clients throughout the change process by employing positive psychology principles and techniques to help manage stress to increase productivity, empowerment, and well-being.

Behavior Specialist, Mondo Donna NGO, Bologna (Italy) 01/2016-12/2017

- Supported women victims of domestic abuse to adopt effective coping strategies to overcome behavioral issues and rebuild their identities.
- Documented through detailed reports and analyzed behaviors, emotional responses, and non-compliance issues, maintaining accuracy and confidentiality.

Learning and Training Specialist, Barilla Group SPA, Parma (Italy) 09/2012-03/2015

- Developed and conducted engaging training programs to enhance the soft skills of employees, managers, and executives.
- Improved organizational efficiency and assessed the quality of different training methods and materials, leading focus groups and collecting quantitative data from surveys.

Publications

Memmo, F., & Willis, M. (2023). An interpretative phenomenological analysis of lived experiences of people who have diabetes. *American Journal of Qualitative Research*, 7(2), 89-112. <https://doi.org/10.29333/ajqr/13138>

Pending publication: Hidaka, S., Tucciarelli, R., Yusuf, S., **Memmo, F.**, Rajapakse, S., Azañón, E. and Longo, M. R. *Active touch enhances but is not necessary for tactile size adaptation aftereffects.*

Awards and Honors

Argote, N., Birnbaum, A., Memmo, F., & Zavala, E., *Ally-Up Virtual Training*. Winner of 2023 Positive Organizational Intervention Challenge. Presented at the International Positive Psychology Association's World Congress.

Professional Affiliations

- International Positive Psychology Association

Volunteering

Leadership Coach and Facilitator, Wyse International NGO 07/2013-present

- Created training programs and delivered effective presentations to improve the education and development of emerging leaders.
- Coaching young adult leaders to implement learnings and action plans within their realities after the program.