

R. Jason Weiss, Ph.D

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Professional Summary

An accomplished project manager and team leader focused on building talent management solutions that deliver business results. Professional and academic expertise in the design and delivery of creative and effective customized systems for hiring and developing staff at all levels. Recognized innovator in assessment technology. Leader of internal and external/offshore software design teams creating systems for organization-wide application. Areas of expertise include:

- Crafting strategic and execution plans for talent management
- Developing customized hiring and development solutions to meet client business objectives
- Traditional and technology-based assessment center design, delivery, and rollout
- Competency design and modeling
- Job analysis
- Performance management and succession planning
- Survey design and analysis

Professional Experience

Development Dimensions International (DDI), Pittsburgh PA

2000-2009

Delivery Consultant

2007-2009

Responsibilities: Lead the design and implementation of client-focused solutions for hiring and development. Develop project budgets and manage people and resources to control costs. Communicate with executive-level client leadership through formal presentations and regular project meetings to ensure buy-in and smooth implementation of solutions. Manage multiple large projects simultaneously. Support sales efforts by communicating the science and implementation of solutions to client contacts whose backgrounds are outside of HR. Achievements include:

- Secured over \$1M of business revenue in 2008 by designing and implementing selection and development solutions for clients
- Designed and rolled out leader and salesperson assessment centers for clients in varied industries.
- Led a team effort that successfully evaluated the sales force (executives, sales leaders, and sales representatives) of a major pharmaceutical client's firm within four months as part of reorganization.
- Turned around a failing leadership development initiative for a major mobile telephone manufacturer.
- Led the design and successful rollout of a leadership test for the entire population of first-level leaders for a major foreign TV/radio network.
- Implemented a cross-organization leadership development program for a major medical devices manufacturer.

Assessment Technology Consultant

2000-2007

Responsibilities: Create new, improved solutions to build advantage in the marketplace and integrate with the existing suite of solutions and processes. Demonstrate thought leadership within the organization and in the broader field of industrial-organizational psychology. Lead the communication and rollout of new designs, developing internal expertise and buy-in. Manage people, resources, and budgets across projects requiring multiple years to develop and implement. Lead cross-functional project teams to define and implement technology-focused solutions. Communicate with executive leadership to determine needs and manage expectations. Achievements include:

- Won an award for designing and leading a team to launch one of the first software packages to deliver assessment centers online worldwide.
- Designed and implemented multiple standard assessment centers used to evaluate leadership competencies across service, manufacturing, and financial industries for hundreds of clients worldwide.
- Developed software to facilitate faster, more engaging job analysis, used worldwide.

- Won an award for creating a standard process to evaluate potential to perform against specific business imperatives using both competency and personality data.
- Created a process to combine and visualize assessment data alongside industry benchmarks.
- Led a team implementing software development with an overseas partner.
- Designed and developed software for multiple evaluation and leader development tools.
- Led the design of an industry-wide competency framework in the HR-XML Consortium.
- Wrote a long-standing column providing thought leadership on technology-based solutions in TIP: The Industrial-Organizational Psychologist. (See jasonweiss.net for details and links to articles.)

University of Nebraska-Omaha, Omaha, NE

1993-1999

Graduate Student Consultant

1993-1998

Responsibilities: Implement hiring and development solutions in faculty-led projects for local and national organizations.
Projects included:

- US Navy: Analyzed annual surveys of personnel quality of life.
- Catholic Health Corporation: Analyzed and developed employee satisfaction surveys.
- Lincoln, NE Police Department: Led team developing and administering promotional test.
- ConAgra Corporation: Trained associates in statistical analysis.
- American Association of University Professors: Performed survey analysis.
- First Data Resources: Evaluated options for computer-assisted training.

Instructor (part-time)

1994-1999

Responsibilities: Prepare and teach undergraduate courses in industrial-organizational psychology, statistics, research methods, and introductory psychology

Education and Certifications

- Ph.D., Industrial-Organizational Psychology, University of Nebraska, Lincoln, NE 2000
- MA, Industrial-Organizational Psychology, University of Nebraska-Omaha, Omaha, NE 1996
- B.A., Psychology, University of Western Ontario, London, ON 1992
- DDI-certified Facilitator, Targeted Selection Administrator, and Success Profile Administrator

Thought Leadership

Selected Presentations (see jasonweiss.net for complete listing of presentations and publications)

Weiss, R.J. (2009). The many faces of perfectionism in organizations (session organizer and chair). Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Janovics, J., Payne, H.S., Russell, C.J., Backes, R.C., Weiss, R.J., Blunt, M., & Lahti, K. (2006). The future of personnel selection: Evolution of science and practice. Panel discussion presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Malley, L.A. & Weiss, R.J. (2005). Web-delivered assessment-an innovative enhancement for traditional assessment centers. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Cascio, W.F., Brajkovich, L., Weiss, R.J., O'Leary, B.S., & Arnold, D.W. (2005). The changing face of work. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Professional Affiliations

- Society for Industrial and Organizational Psychology: Member 2000-present
- American Psychological Association: Member 2000-present