

# DAVID FERNÁNDEZ OLIVER

davidfernandez@gmail.com

## **SUMMARY**

*Organizational Psychologist with a Master's degree focused on the use of scientific knowledge and its application in organizational development from systemic, group, and individual perspectives, with over 20 years of experience in organizational processes and teaching. I have the ability to understand both individuals and organizations, enhancing their behavior for the effective achievement of goals. My professional and personal objective is to continue learning in order to support people, groups, and multidisciplinary work teams in becoming capable of learning, proposing, and implementing innovative solutions, improving their lives and the personal and organizational effectiveness of those they belong to.*

## **PROFESSIONAL EXPERIENCE**

**UNIVERSIDAD PRIVADA BOLIVIANA** La Paz, Bolivia, 2012-Present

**Program Director** 2022-Present

*Responsible for managing and teaching within the program, with 70 students as clients.*

**Professor** La Paz, Bolivia 2012-2022

*Taught courses related to Organizational-Social Psychology, including Social Psychology, Organizational Behavior, Leadership, Creativity, Innovation, Negotiation, Conflict Management, etc. Part of the team that helped implement the Organizational Psychology program.*

**CONSULTANT / COACH / THERAPIST**

**2014-Present**

*Supports organizations and individuals in organizational or personal development on topics of well-being, self-esteem, vulnerability, leadership, management, and quality of individual, group, and organizational processes.*

**BANCO MERCANTIL SANTA CRUZ S.A.** La Paz, Bolivia, 2008-2012

**Service Management Manager** 2012-2014

*Led a team of 11 analysts in developing continuous improvement management and providing support for the internal Help Desk in the Central Operations Management, overseeing 80% of the Bank's operations nationwide.*

**Organizational Process Manager** 2008-2012

*Directed a team of 9 analysts in the implementation of process improvement management at the national level, ensuring efficiency, quality, and effective communication aligned with the established strategy.*

**RESEARCH FOUNDATION OF MENTAL HYGIENE INC.** New York, NY, USA 2003-2007

**Project Assistant** 2003-2007

*Assisted in leading two \$4 million projects, supporting a team of 90 people in researching and developing innovative therapeutic solutions for treating post-traumatic stress resulting from the 9/11 tragedy and its organizational impacts. Responsibilities included process design for implementation, execution, and evaluation for 9 major health institutions in the urban area, managing relationships with partners, team selection and management, and training and development.*

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## EDUCATION

**COLUMBIA UNIVERSITY** New York, NY, USA 2001-2003

*Master's in Organizational Psychology, with studies and applications in Organizational Development and Change, Process Consultation, Coaching, Group Relations and Dynamics.*

**BRIGHAM YOUNG UNIVERSITY** Provo, UT, USA 1991-1995

*Bachelor's in psychology. Graduated with university honors.*

## PUBLICATIONS / WORKSHOPS / RELEVANT CERTIFICATIONS

- Discussion Panel, Mental Health in a university setting, responding to students questions, UPB November 21, 2024
- Workshop, Stress and Well-being, UPB, May 2022.
- Workshop, Emotional Well-being in the Classroom, Faculty Training Program, UPB, September 23 - October 14, 2021.
- Class, Talent Detection and Retention, MADE, December 2020
- Diploma, Dysfunctional Behavior and Counseling in Organizations. Diploma in Organizational Psychology, UPB Extension, (2016-2017)
- Low Ropes Workshop, SEUPB, Universidad Privada Boliviana, 2017.
- Class, Emotional Intelligence Management, MADE, Banco de Crédito, 2016.
- Training, Leadership Modules, Operations Factory, Banco Mercantil Santa Cruz S.A., 2013-2014.
- Publication, Hoagwood, K., Felton, C., Donohue, S., Appel, A., Rodríguez, J., Murray, L., ... Fernández, D., et. al. (2006). Trauma Treatment and Services for Children and Adolescents: An Implementation Study of Evidence-Based Treatments for Childhood and Adolescent Trauma. *Journal of Clinical Psychology*.
- Presentation, Fernández, D., Legerski, J., Rodríguez, J., Murray, L. (November 2003) Challenges in Balancing Services and Research in a Post-9/11 Project. Annual Conference of the International Society for Traumatic Stress Studies, Chicago, IL.
- Fernández, D. (1995). Honors Thesis: Acculturation and Adaptation of International Students. Brigham Young University, UT, USA.

## RECENT PROFESSIONAL TRAINING

- Critical Thinking, Edex, Universidad de Monterrey, July 2023
- Psychology and Well-being, Yale University, 2022
- The Science of Happiness at Work, University of California, Berkeley, 2021-22 (150 hours)
- Educational Methodology and Planning MoAM, Universidad Privada Boliviana, 2020 (12 hours)
- Coaching and HR Management, Universidad Privada Boliviana, La Paz, Bolivia, 2016 (150 hours)
- Project Management, UPSA, La Paz, Bolivia, 2013 (24 hours)
- Operational Risk, Protiviti Consulting, La Paz, Bolivia, 2012 (24 hours)