

SPIM
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2019

LEAD THE WAY

LEVERAGING PSYCHOLOGICAL SCIENCE TO IMPROVE THE WORKPLACE

SPEAKER BIO

Thomas Diamante, PhD



Tom brings 20 years of top-tier, cross-industry, cross-cultural business and HR experience. He oversees the professional practices of the firm and drives strategic direction. His expertise is in executive coaching, change management, culture improvement, learning and development and HR Strategy-Business alignment. Tom is the recently elected *President, Organizational Consulting & Work Psychology Division of the New York State Psychological Association*.

Tom's experience reflects top-tier organizations in the corporate, public, and non-profit sectors, including: Time Warner, Kraft Foods, City of New York, MTA, East West Bank, Mizuho Securities, Trusted Media Brands, City University of New York, Stony Brook University, East West Bank, Merrill Lynch, Lincoln Center, Whitney Museum, MoMA, Lexis Nexis, and the U.S. Department of Defense.

Tom is formerly of *Merrill Lynch* where he served as Vice President, Corporate Strategy & Organizational Capability. At Merrill Lynch, he co-led product development & change management initiatives in New York, London, and Singapore. Prior to that, he served as Senior Manager and Lead Change Consultant for *BearingPoint* (KPMG) and earlier in his career led a Fortune 10 human resources department as National Manager, Human Resources & Executive Development at *Altria*.

Tom is extensively published by premier publishers such as Oxford University Press, Jossey-Bass, Wiley, American Psychological Association, Gulf and Erlbaum as well as many peer-reviewed journals. He served as full-time faculty (or adjunct) at Columbia University (Mailman School), Adelphi University Business School, Stony Brook University, Baruch College and Cornell ILR Corporate Programs.

Tom holds a Ph.D. in Psychology with an industrial & organizational specialization from The Graduate Center, CUNY. He is a New York State certified psychologist with post-doctoral training in behavior change management from the Institute for Behavior Therapy.

Board of Directors & Community Service

Tom is a member of the Board of Governors for the Risk Management Association - NY Chapter. He is also Board Chair, Emeritus for enACT, an education-based nonprofit in New York. A designated SHRM Special Expert in Ethics & Corporate Social Responsibility he advises on non-financial due diligence and serves on the *McKinsey Executive Panel*. He is also a member of the National Association for Corporate Directors.

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