

HAROLD T. AMES, Ph.D.

PROFESSIONAL SUMMARY

AREA OF EXPERTISE

Accreditation Processes

Advance Writing Skills

Assessments

Behavioral Analysis

Behavioral Health Counseling

Business Coaching

Change Management

Content Analysis

Organizational Development

Phenomenological Method

Policy Analysis

Process Improvement

Program Development

Psychometric Test Development

Qualitative Research

Quantitative Research

Systemic Interventionist

I am trained as a researcher-practitioner in the field of Industrial-Organization Psychology. I utilize applied psychology in order to contribute to an organization’s success by supporting its overall improvement, performance, and other related human attributes in the workplace. My specialty focuses on deriving principles of individual, group, and organizational behavior and applying this knowledge to the solution of problems at work. My training requires significant competency both in quantitative and qualitative methodologies in addition to advance writing skills.

ACADEMIC QUALIFICATIONS

Capella University

Doctorate of Philosophy, I/O Psychology



Capella University

Master of Science, Human Services



Texas Tech University

Bachelor of Arts, Psychology



RESEARCH INTERESTS

Dissertation:

*A Transcendental Phenomenological Study on
Hawai’i Tourism’s Impact on Nā Kumu*

PROFESSIONAL EXPERIENCE & COMMUNITY WORK

Hawai’i Association for Industrial-Organizational Psychology

As its founder and president, helps to educate businesses on the field of Industrial-Organizational Psychology, its application to their employment setting, how to improve employee performance, and the connection to Hawai’i’s community context for a healthier functioning organization.

Salary Commissioner at Maui County

Appointed by Mayor and confirmed by the Maui County Council under the guidance of the Maui County Charter pursuant to Section 8-17.1. Works with a board of nine members in this position for five-years. Primary duties consist of evaluating and analyzing positions appointed by the Mayor consistent to employment trends as a means to ensure the county’s competitiveness, reduce attrition, and ensure its attraction to highly qualified candidates for the positions of Director and Deputy Director.

PROFESSIONAL STATEMENT

*“We have a moral responsibility to achieve
the greatness that is locked within ourselves
and harness that energy for the betterment
of society at large.”*

-Harold Ames

AREA OF EXPERIENCE

Employee Engagement

Employment Law

Human Resource Management

Performance Appraisal

Personnel Management

Psychometrics

Recruitment & Selection

Systemic Mapping

APPLIED STATS SPECTRUM

ANCOVA

ANOVA

Bivariate Regression

Correlations

Descriptive Statistics

Factorial ANOVA

IBM SPSS

Inferential Statistics

Multivariate Regression

Post-hoc Analysis

Probability Sampling

CONTACT

[Redacted Contact Information]

AMES Consulting

Sole Proprietor

Coach & Consultant

[Redacted] to Present

- Analyzes systemic frameworks to ensure functionality
- Conducts research, surveys, and interviews
- Evaluates social interactions to provide strategic insights
- Identifies and make recommendations to improve processes
- Delivers specific technical inputs
- Provides expert assistance to individuals and organizations
- Identification of problems and evaluates conditions
- Collaborates with clients to develop solutions
- Project Management end to end systemic cycle
- Coaches management and supervisors
- Applies a structured methodology to lead change management
- Develops and maintain relations with a range of clients
- Prepares risk mitigation tactics

Imua Family Services

HR Administration

Volunteer & Employment

[Redacted]

- Served under the supervision of the Executive Director
- Provided Performance-Based Coaching to employees
- Administered health and welfare plans
- Conducted new employee orientations
- Managed annual open enrollment
- Performed recruitment activities and interviews
- Acted as liaison with various insurance carriers
- Ensured plans are administered in accordance with Federal and State regulations
- Acted as a resource for Company Payroll/HR contacts
- Developed a pre-employment screening tool
- Maintained an employee database with current licensure status

INTERNSHIP

[Redacted]

Industrial and Organizational Psychology Intern
Office on Information Management & Technology
Transformation Internship Program: Worked in the capacity of I/O Psychology Intern in the scope of consultant, advisement, and coach for the State of Hawai'i's Department of Human Resources Development (DHRD) and Office on Information Management and Technology (OIMT) to assist in applied organization change management, business process re-engineering, ascertaining systemic solutions, facilitating strategic planning, human capital management, governance, quantitative and qualitative analysis.

MILITARY

United State Army, Commission Officer: Honorable Discharge