

# Adam Kabins, Ph.D.

Houston, Texas

(847) 997-6814

adamkabins@gmail.com

## **OBJECTIVE**

As an accomplished people operations leader – I help organizations make effective, efficient, and inclusive decisions through data, technology and most importantly - people. I've led large-scale global teams and projects that make people happier and organizations more productive. While I have worked across all major industries, I am most energized leading teams in customer-obsessed companies that are driving transformations to deliver the best products and services by finding, selecting, developing and retaining the world's best talent.

## **CORE COMPETENCIES**

- Leading large teams and projects
- Driving transformations
- Effective communication & active listening
- Entrepreneurial and action-oriented
- Problem solving & people-analytics
- Collaboration and stakeholder engagement
- Change management
- Project leadership

## **WORK EXPERIENCE**

- **October 2021 - Present: McLane - Senior Director of Talent Management**
  - Lead a team of 80+ Directors, Managers, Recruiters and Analysts overseeing recruitment, learning and organizational development, DE&I and people analytics to set HR strategy for 24,000 teammates
  - Retention lead for organizational transformation that resulted in a 25 percentage point improvement in turnover and \$25M savings through analytics, novel referral bonus programs, action teams, etc.
  - Built a people analytics function to make more data-driven decisions in all areas of HR and operations (e.g., spans and layers, cost of turnover, turnover improvement, etc.)
  - Led all talent Workday implementations (e.g., LMS, ATS, Talent, Dashboards, etc.)
  - Implemented a new leadership academy for Supervisors through GMs to improve soft and hard skills as well as support new systems (e.g., Warehouse Management System, flexible scheduling apps, etc.)
  - Developed structured hiring process for 10K hires/year with improved marketing spend saving \$3M/year
  - Created a simplified and user-friendly performance management and succession planning process
  - Established Employee Resource Groups (3) with C-suite partnership
- **August 2021 - August 2022: SMU Executive MBA Adjunct Professor of People Analytics**
- **January 2021 – October 2021: 10x Genomics – Director of Talent Management**
  - Lead a team focused on delivering on our Employee Promise (Engagement), Learning and organizational Development, Onboarding, Talent Selection and Diversity, Equity & Inclusion
  - Reporting to CPO – developed and implemented a new HR Strategy based on business growth
  - Revamped the talent selection process and implement behavioral interviews (10xer Interviews) with set success profiles (10xer Qualities & VP Success Profiles) with added improvements to process/ATS
  - Developed organizational interview training and career management framework
  - Enhanced onboarding to better excite and help new hires join 10x as well as outline our Employee Promise to successfully onboard nearly half of 10x, globally
  - Managed employee promise (engagement) and certified as a Great Place To Work/Best Millennial Org
  - Led ERG programming and support for development as well as creating more inclusive selection steps
- **January 2016 – January 2021: Korn Ferry –Principal Consultant** (*promoted to Senior Consultant in June 2017, Associate Principal in August 2018 and Principal in July 2019*)
  - Led people analytics for Americas (e.g., high-volume assessment, selection, etc.) work focusing on CPG, life sciences and technology clients undergoing significant transformational change
  - Client/Engagement leader for global clients (e.g., ALDI, Amazon, Banner Health, Concentrix, Kohler, MARS, Novartis, Texas Health, Sanofi) on Talent Acquisition, Succession Planning, CEO Assessment, D&I, Executive Success Profiles, Executive Coaching, L&OD, Top Team Development & Org Strategy
  - Mentor and coach junior consultants for delivery effectiveness, client satisfaction and promotion

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- Supported FLSA Reviews and Compensation projects (Sales Incentive Design, Executive Comp)
- Assessment Leader for all Consumer clients – responsible for client delivery and success for the largest NA Consumer/CPG clients and managing all incoming sales/pipeline
- Sold and managed \$3.3M in FY20 (\$2.5M in FY19) with 100% client retention and satisfaction.
- **July 2013 – January 2016: Assess Systems - Talent Consultant** (*promoted to Senior Consultant*)
  - Created, validated, and rolled out custom selection personality, cognitive ability, & situational judgment (SJT) assessments while supporting change management and ATS Integrations
  - Executive coach and assessor using personality, 360, simulation, and analytics for feedback and coaching
  - Psychometrics and analytics leader developing, validating and evaluating custom cognitive ability assessments (e.g., P&L, Logic, Reading Comprehension).
  - Managed over 10 clients with total contract value of over \$1.8M with 100% client retention.
- **Spring 2013-Spring 2014: Aptus Assessments - Research & Analytics Analyst**
  - Led analytics for a custom iPad assessment for professional and college football players and creating Tableau dashboards, testing for intelligence and learning styles using LPA, EFA, & CFA analyses
- **Spring 2009 – Spring 2013: Kabins Management Consulting**
  - Independent consultant selling and leading projects related to performance management, selection, coaching and competency modeling (e.g., Interra Capital, City of College Station, etc.)
- **Spring 2009 – Spring 2013: Texas A&M - Psyc 203 Writing Enhanced Statistics Lab Instructor.**
  - Created lectures, lectured, graded research reports & initiated active learning for Intro To Stats Course

## EDUCATION

December, 2013	Ph.D. in Industrial/Organizational Psychology; Texas A&M University (4.0 GPA) Certificate in Advanced Research and Statistical Methodology Dissertation: <i>A Profile of Profiles: A Meta-Analysis of Commitment Profiles.</i>
December, 2010	Master of Science in Psychology; Texas A&M University (4.0 GPA) Thesis Title: <i>Ratee Reactions: Negative Feedback as a Motivating Source.</i>
May, 2008	Bachelor of Science in Psychology, Minor History; Truman State University (3.72 GPA)

## SAMPLE PUBLICATIONS

**Kabins, A. H. & Bakkeby, D.** (2020). [Leading in crisis: Leadership lessons from the military.](#) *KF Institute.*

**Kabins, A. H.** (2017). [Debunking myths in veteran hiring.](#) *Korn Ferry Institute*, 1-10.

**Kabins, A. H., Xi, X., Bergman, M. E., Berry, C. M., & Willson, V.** (2016). [A profile of profiles: A meta-analysis of commitment profiles.](#) *Journal of Applied Psychology*, 101, 881-904.

**Kabins, A. H.** (2016). [Why the qualms with qualitative? Utilizing qualitative methods in 360\\* feedback.](#) *Industrial and Organizational Psychology*, 9, 806-810.

## SAMPLE PRESENTATIONS

**Kabins, A. H.** (co-chair) (2017). Leading the Charge: IGNITING Veteran-Workforce Integration Solutions. Symposium presented at the 32<sup>nd</sup> Annual Conference of SIOP, Orlando, FL 4/14/17.

**Kabins, A. H.** (co-chair) & McCook, K. (co-chair) (2014). “Flynn Effect” in drifting personality scores. Symposium presented at the 29<sup>th</sup> Conference of SIOP, Honolulu, HA, 5/27/14.

## SERVICE

- President of the Dallas Area IO Psychologists (DAIOP)
- Veteran Committee Leader for SIOP’s Government Relations Advocacy Team (GREAT).
- Associate for the Leveraging Military Leadership Program (LMLP) with Korn Ferry.
- Reviewer for Academy of Management & SIOP annual conferences.
- Pro bono management consultant for The Sephardic Gan Academy Elementary School and Ohr HaTorah