

Brian Kosek

Strategic HR & Operational Transformation Leader

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Professional Summary

Industrial/Organizational Psychology practitioner with 15+ years of experience driving enterprise workforce transformation, skills intelligence strategy, and measurable business outcomes. I/O Psychology expertise combined with hands-on program ownership, AI-native tool fluency, and proven track record of securing executive sponsorship and deploying enterprise SaaS platforms at scale.

Professional Experience

Technology Knowledge Manager

Ahold Delhaize USA (formerly Peapod Digital Labs) | 2021 - Present

- Secured \$1M+ budget approval for Tech Skills Academy; architected role-specific learning paths and skill assessment infrastructure across thousands of engineers
- Designed and executed executive-facing communications strategy for enterprise transformation initiative
- Raised skill assessment completion by 10x (130 to 1,400+) through gamification and Power BI dashboards for strategic HR decisions
- Founded Organizational Change Management Center of Excellence using ACMP and PROSCI methodologies
- Established Upskilling Community of Practice with 80%+ participation and career progression framework refresh

Change and Project Management Consultant

Red Hat | 2021

- Orchestrated paycheck allocation project improving travel experience
- Implemented Smartsheet for enterprise project management
- Created project frameworks and RACI role mapping for change initiatives

Compliance Training Analyst and Project Manager

eBay | 2019 - 2020

- Achieved 99% completion rate on annual compliance training across 30,000+ global users
- Built Python automation to eliminate 10+ hours of weekly manual data analysis
- Decreased troubleshooting time by 60-90% through step-by-step guides and agile training delivery

Knowledge and Change Management Lead

AArete | 2018

- Eliminated 95% of data loss errors while improving resource allocation
- Increased new hire onboarding speed by 300% in first two weeks
- Developed and implemented project streamlining software platform

Technology Training Consultant

Northwestern Mutual-Chicago | 2016 - 2017

- Increased technology adoption and data-driven decision making across 150+ teams
- Grew intern retention by 400% through curriculum redesign and onboarding improvements
- Delivered 25-50% improvements to marketing and CRM effectiveness through data analysis

Education

Master of Arts in Industrial/Organizational Psychology

Roosevelt University | Chicago, IL

Capstone: Traditional and Contemporary Approaches to Leadership — Presented at Roosevelt and Minnesota Consulting Challenges

Bachelor of Science in Psychology

Olivet Nazarene University | Bourbonnais, IL

Capstone: The Effects of Multitasking on Memory — Presented at ACCA Student Symposium

Certifications & Credentials

- **Senior Professional in Human Resources (SPHR)**
- **Professional in Human Resources (PHR)**
- **Artificial Intelligence: Foundations (Expert)**
- **Managing Projects (Expert)**
- **Project Management for Professionals (Expert)**
- **Jira Fundamentals**
- **Fierce Conversations Facilitator**
- **Pursuing: CCMP (Certified Change Management Professional)**

Core Competencies

Enterprise Program Leadership | Skills Intelligence & Assessment Architecture
Workforce Transformation Strategy | Change Management (ACMP, PROSCI)
Cross-Functional Stakeholder Governance | Executive Advisory & QBR Delivery
SaaS/LMS/LXP/HRIS Platform Administration | Data Analysis & Visualization (Power BI, Python, SPSS)
AI-Native Workflow Automation | Organizational Development
Curriculum Design & Learning Path Architecture | Vendor Relationship Management