

Reniza Sookdeo

Washington, DC • 301-875-2550 • renizarsookdeo@gmail.com • LinkedIn: www.linkedin.com/in/reniza/

Professional Summary

Psychology-trained organizational professional with 5+ years of experience working across organizations, research, and technology. I use research, data, and behavioral science to understand how people interact with systems, identify points of friction, and design practical improvements. My experience spans organizational development, employee research, AI-enabled product design, leadership development, and business operations.

Professional Experience

Canopy Service Partners

Washington, DC (Remote)

Employee Services Coordinator (Internship)

01/2026 – 05/2026

- Applied evidence-based I/O methods to employee engagement and retention, combining targeted literature reviews with workforce data to develop practical recommendations for organizational leaders.
- Analyzed turnover and engagement patterns across company, regional, and partner-company levels; translated findings into executive-ready reports and recurring measurement tools.
- Designed and refined employee survey measures and developed repeatable, AI-assisted workflows for attrition analysis and reporting.

XiPHI.ai

Washington, DC (Remote)

Behavioral Design Intern (AI Systems)

05/2025 – 08/2025

- Applied psychological principles to conversational AI interaction flows, onboarding logic, and user experiences; conducted user interviews and synthesized behavioral insights to support design and launch of a functional enterprise prototype.

Sister Isles Relief and Reconstruction Committee

Carriacou, Grenada

Project Lead

07/2024 – 01/2025

- Founded and led a hurricane response operation after Hurricane Beryl; coordinated logistics with government agencies and partners to support 200+ displaced families and help raise \$50,000+ for recovery.

The Caribbean Institute of Leadership & Coaching

Caribbean Region

Business Development Associate

09/2021 – 01/2025

- Supported organizational development engagements with CEOs and family-owned businesses through client discovery, stakeholder research, succession planning, 360° feedback, proposals, pricing, and ongoing relationship management.
- Increased client acquisition by 45% through research-informed service design and coordinated a 150-participant leadership conference across marketing, sales, logistics, and post-event engagement.

Taylor Goods & Services

Carriacou, Grenada

General Manager

02/2020 – 12/2021

- Managed day-to-day operations, customer relationships, pricing, marketing, and investor communication for a client-facing hospitality business; increased sales by 78% and brand awareness by 90%.
- Served as primary investor liaison and maintained a 100% renewal rate of financial backing over 12 months.

Research & Applied Innovation

George Mason University – I-O Psychology Program

Fairfax, VA (Remote)

Research Assistant

03/2026 – Present

Supervisor: Dr. Reeshad S. Dalal, Professor of I-O Psychology

- Supporting doctoral dissertation research on leader development affordances and effort allocation through participant recruitment, survey administration, and data quality management.

- Leading an independent pilot study as first author testing the psychometric validity of the Avolio & Hannah (2008) Developmental Readiness model; selected and adapted validated measures and designed the full survey instrument.
- Preparing to conduct Exploratory Factor Analysis (EFA) to evaluate whether the model's theoretical factor structure holds empirically.

Independent AI Behavioral Technology Projects

Washington, DC

Designer & Prototype Developer

2026 – Present

- Built a working behavioral activation prototype that translates broad goals into smaller, concrete actions and uses weekly reflection to dynamically generate next-step recommendations.
- Designing a voice-first networking memory system that connects with Apple Watch to capture conversation details in real time, organize them into relationship records, support human-verified LinkedIn matching, and generate personalized follow-up drafts.

Education & Professional Development

Trinity Washington University

Washington, DC

Bachelor of Arts in Psychology. GPA: 4.0

01/2025 – 05/2026

Honors/Awards: Summa Cum Laude, National Point Foundation Scholar, Trinity Golden Elite Scholarship, Dean's List

Howard University

Washington, DC

Fred Taylor "Roll Away the Stone" Leadership Certificate

08/2025 – 02/2026

Focus: Human-centered leadership, cultural intelligence, change management, strategic innovation & psychological safety.

Award: Full scholarship recipient for leadership excellence and commitment to community service.

Introduction to Complexity

11-week course

Professional Development

08/2026 – Present

Focus: Complex systems, systems thinking, emergence, and understanding how interactions within systems produce larger patterns and outcomes.

Society for Industrial and Organizational Psychology (SIOP)

Professional Credential

The Science of Meetings (Work Smart Series)

Issued 06/2025

Focus: Evidence-based meeting practices, remote team management, and strategic thinking.

Leadership & Activities

Personnel Testing Council Metropolitan Washington (PTCMW)

Washington, DC

Mentorship Program Director

02/2026 – Present

- Design and coordinate a structured mentorship program for I/O psychology students and early-career professionals, including recruitment, mentor-mentee matching, participant resources, and feedback measurement.

Peer-to-Peer Support Group (Trinity)

Washington, DC

Founder & President

09/2025 – 05/2026

- Founded a student-led initiative focused on peer support, accountability, belonging, and practical student development; designed workshops and resources around scholarships, academic success, and life skills.

Skills & Interests

Research & Analysis: Survey Design, Literature Reviews, Psychometrics, EFA, Employee Engagement, Attrition Analysis, R, SPSS, Excel

Organizational & Strategy: Organizational Development, Stakeholder Research, Program Design, Executive Communication, Change Management, 360° Feedback

Technology: Generative AI, Prompt Design, Replit, Claude Code, Qualtrics, Google Forms, Conversational AI Design