Mathian Osicki 2017

MATHIAN (MAT) OSICKI

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**WORK EXPERIENCE**

**IBM Corporation (NY, NY)**

May 2013 - present

Leadership Development Partner, IBM Systems Group

* Leadership development focal within the hardware business unit for 4 General Managers
* Enabling IBMs cultural transformation via slating and succession planning for key executive positions, identification and development of key senior leaders, and strategic talent planning for future business needs
* Development and deployment of the Next Generation Senior Leader and General Manager development programs including the inception of a 2.5 day Leadership Development Forum
* Key data analytics consultant on leadership development program creation and strategic direction setting
* Project manager for the annual talent review meeting with the CEO

**United Nations (NY, NY)**

July 2013 - present

SIOP NGO Consultant and Liaison, United Nations

* Nominated as 1 of 5 representatives from the 8000 person Society for Industrial and Organizational Psychology (SIOP) designated to help educate, advocate and make direct contributions to the policies, programs, and goals of the United Nations (UN).
* Contribute to the *Sustainable Development Goals (SDG)* mission, a time-bound set of goals designed to confront extreme poverty in its many manifestations.
* Focal for the efforts around ensuring “decent work” (one of the SDGs) for the youth constituency globally
* Guide work associate with the *UN Global Compact*, a strategic policy initiative designed to provide a framework to companies around sustainability and responsible business practices.

**IBM Corporation (NY, NY)**

November 2009 – May 2013

HR Partner, Sales Transaction Hub, Technical Sellers, O2O, .com, GB, Global Admin, Finance, SMS

* HR generalist for approximately 1500 employees in multiple areas of S&D in the North East US region of IBM
* Execution of general HR programs such as performance management, executive and employee compensation, talent management, selection, resources redeployment, talent training and development, succession planning

**IBM Corporation (Nigeria, Africa)**

October 2009 – March 2010

Corporate Services Corps Assignee and client focal co-lead, Cross River State, Nigeria

* Consultant to the Cross River State Ministry of Social Welfare and Community Development
* Led the effective deployment of a free health care and cash transfer program for the needy
* Initiated and closed a $1.2M commercial contract between IBM and the Nigeria Cross River State Government

**IBM Corporation (Armonk, NY)**

September 2008 – October 2009

Senior HR Leader, Sales & Distribution Marketing & Communications (S&D M&C)

* Global HR generalist leader for approximately 100 executives world wide within IBM S&D M&C
* Strategic HR consultation on the world wide integration of the Marketing and Communications functions
* S&D M&C lead on all HR related strategies and initiatives including the management of employee and executive compensation, talent management, performance management cycles, and resource actions
* Rolled out a corporate wide merger of the Marketing and Communications functions of IBM

**IBM Corporation (Armonk, NY)**

June 2006 – September 2008

Executive Compensation Program Director Compensation & Benefits Department

* Development of executive compensation programs for IBM’s 5800 executives globally
* Management of the $650 million dollar global equity budget for all executives and employees in IBM
* Interface with legal, accounting and finance on all equity issues in IBM
* Organize and drive long term retention recommendations for the SVP HR
* Led and coordinated the July 2006 and February 2007 compensation committee board meetings
* Aided in the management of the 2007 proxy filing
* Analysis of external compensation benchmarking data

**IBM Corporation (Bangalore, India)**

March 2006 – June 2006

Project Executive India Climate Initiative, HR Department

* Led the design, development, and management of the 2006 India workplace climate initiative
* Collecting and synthesizing quantitative survey data with qualitative climate data gathered from employees and leaders in India
* Climate recommendations implemented as the foundation for the HR strategy used with IBM India’s 40,000 employees

**IBM Corporation (Armonk, NY)**

June 2001 – March 2006

Advanced Analyst Lead, Global Workforce Research Department

* Provided specialized assessment and consultation on corporate climate and culture
* Senior analyst charged with the design, implementation, and analysis of large-scale (350,000 employee) global employee surveys
* Acted as IBM’s principle representative for the Mayflower benchmarking group for 2 years
* Translated statistical results into strategic business objectives understood by senior leaders
* Senior analyst on the team charged with Developing IBM’s upward feedback device giving all 350,000 employees globally the ability to provide feedback to their managers
* In charge of the selection and mentoring of new hires
* Nominated into IBM’s leadership succession planning program (Next Gen)

**New York University (NY, NY)**

2005 – 2006

Adjunct Professor

* Teaching and curriculum development for graduate level Industrial/Organizational Psychology classes

##### Global Skills & Experiences

Language Skills: Fluent English and Polish, working knowledge of French, some Spanish and Japanese.

Global Travel/Work Experience: Travel to 24 countries. Worked/lived in Canada, China, France, India, Japan, New Zealand, Nigeria and the US; studied in Canada, Poland, and the US; additional travel through the Australia, the Caribbean, Central and South America, Europe, and North America, Southeast Asia, and Assent to the base camp of Mt. Everest in Nepal and trekked the Inca Trail with our 2 year old (at the time up) to the lost city of Machu Picchu in Peru.

**EDUCATION**

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| **UNIVERSITY OF TULSA** (Tulsa, OK) **Ph.D**., Industrial/Organizational Psychologywith honors – 4.0/4.0 GPA | **1999– 2002** | **UNIVERSITY OF CALGARY** (Calgary, Canada)  **B.A**., Psychology  minor: Business | **1992 – 1997** |
| **UNIVERSITY OF TULSA** (Tulsa, OK) **M.A**., Industrial/Organizational Psychologywith honors – 4.0/4.0 GPA | **1997 – 1999** | **JAGELLONIAN UNIVERSITY** (Krakow, Poland) Architecture and Polish Language with honors – award of highest graduating GPA | **1992** |

**RESEARCH & PUBLICATIONS**

Osicki (2015). *Leadership Development via Humanitarian Work: IBM’s Efforts in Nigeria*. Humanitarian Work Psychology and the Global Development Agenda. Pp 56-68. Routledge.

Osicki, M., & Smee, C. (2014). *Developing* *Socially Responsible Leaders through Services Projects*. Experience Driven Leadership Development. Pp 107-112. Wiley.

Flaherty, V. & Osicki, M. (2014). *Developing IBM Leaders through Socially Responsible Services Projects.*  Using Experience to Develop Leadership Talent. Pp 205-227. Jossey-Bass.

Osicki, M. (2011). *Doing Good Well: Putting I/O into CSR*. Workshop coordinator, SIOP Conference, Chicago.

Kulkarni, M. & Osicki, M. (2010). *Global Recruitment*. Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace. Jossey-Bass.

Osicki, M. (2009). *IBM Corporate Citizenship Overview*. Practitioner Forum, SIOP Conference, New Orleans.

Osicki, M. (2006). *Using IBM Climate Survey Data as a Proxy for Stress Measurement*. Practitioner Forum, SIOP Conference, Dallas.

Osicki, M. (2005). *Cognitive* *Encoding Styles as Determinants of Vocational Preferences.* Poster presentation, APA Conference, Washington, DC.

Osicki, M., Colihan J. (2005). *Workplace Climate, Affect, and Employee Satisfaction*. Poster presentation, APA Conference, Washington, DC.

Osicki, M. (2005). *The Evolution of Employee Surveying at IBM.* Chair of the practitioner forum: Global Employee Surveying: Past, Present, and Future, SIOP Conference, Los Angeles.

Ellis, A. & Osicki, M. (2005). *9/11 Revisited: Were Employee Attitudes Really Unaffected?* Poster presentation, SIOP Conference, Los Angeles.

Osicki, M. (2004). *Have you Drank the Big Blue Cool-Aid Yet?: Assimilating and Listening to New IBMers*. Practitioner Forum, SIOP Conference, Chicago.

Osicki, M.A. (2002). *Cognitive Determinant of Vocational Preference: Internal/External Encoding Styles and Choice of Major*. Dissertation. Supervised by Dr. Pawel Lewicki.

Osicki, M.A. (1999). *Longitudinal Correlations between Mathematical, Scientific and Musical Aptitude*. Consulting

work done for the Oklahoma School for Science and Math. Supervised by Dr. Robert Hogan.

Osicki, M.A. (1998). *The Psychological Contract and its Effect on the Job Satisfaction of Temporary Employees*.

Master’s Thesis. Supervised by Dr. Robert Sinclair.

Osicki, M.A. (1998). *Anger in the Workplace*. Paper presented at Southwestern Psychological Association Conference, New Orleans. Supervised by Dr. Robert Sinclair.

Osicki, M.A. (1997). *An Integration of the Current Literature on Anger in the Workplace*. Undergraduate thesis.

Supervised by Dr. Wilf Zerbe.