



## DÓRA KLAJKÓ

organizational psychologist PhD



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Date of birth:

05. 12. 1988

I am a **passionate organizational psychologist** focusing on **protective and innovative corporate culture**. I have more than five years of practice in **HR and agile methodologies**, mainly in the IT sector, and four years of **teaching** experience. I live a dynamic and active life with my two beautiful children

## LANGUAGES

English (C1)

French (C1)

German (B2)

Hungarian

## COMPETENCES

Organizational culture, diagnostic and development  
Coaching, team-coaching  
Mentoring  
Employee well-being  
Employer branding

IT recruitment  
Agile mindset and methodologies  
SCRUM framework  
Product development and SaaS business

Facilitation, workshop management  
Teaching  
Research  
Writing articles, posts

## EDUCATION

UNIVERSITY OF PÉCS

2018 – 2022

**Organizational Psychology PhD**

My research interest:

- Organizational culture:

I aim to highlight the characteristics of a protective culture (satisfaction with life, engagement, job satisfaction, motivation, identification, work-related stress, burn-out syndrome).

- Innovation:

I want to explore the psycho-social model behind innovation (leadership style, psychological safety, social capital and team climate) and agile teams.

List of publications

Courses I teach:

- Introduction to social psychology
- Research methodology in organizational psychology
- Leadership and organization
- Survey and development in the organization
- Psychology for teachers

UNIVERSITY OF PÉCS

2016 – 2018

**Organizational Psychology, MSc**

EÖTVÖS LORÁND UNIVERSITY, BUDAPEST

2010 – 2013

**Behaviour analyst, BSc**

## SKILLS

Microsoft Office, Quip, Drive, Slack, StoriesOnBoard, Trello, Discord, GoogleMeet, Zoom, Jamboard, Miro

LinkedIn, DreamJobs, NoFluff, Facebook, Boolean Search

Ps, Canva, Infogram, PreziVideo, Genially, Padlet

SPSS, Jasp, CodePen, Thinkable

## TRAININGS

**Competency-based Interview Technique** (SHL)

**Agile SCRUM Retrospective meetings** (Udemy)

**SCRUM Master + Agile SCRUM training** (Udemy)

**Boolean Search** (Udemy)

**Agile and SCRUM** (Bíró Tom)

**Team coaching and coaching approach to leadership** (Coachingcentrum)

**HR Management** (LABA)

**HR Business Partner** (HR School)

**Employer Branding Specialist** (Brandfizz)

**StayAtHome Coding Camp** (GreenFox)



## WORK EXPERIENCE

### **HR AND CULTURE MANAGER**

DEVMADS LTD., PÉCS

2017-2022 (part-time work)

DevMads is the maker of the StoriesOnBoard, a global online user story mapping tool. We believe in self-organization and that less stress brings more passion to work and life. Besides general HR tasks (recruitment, onboarding, administration) my responsibility was to support collaboration and ensure all aspects of employee well-being and develop organizational culture. I was happy to share all these values during employer branding campaigns.

- I'm aware of the leading roles and processes of a product development team.
- Familiar with agile methods and Scrum framework, OKR process
- My responsibility was to facilitate collaboration (retros, planning, cross-functional projects, OKR) in the company.
- Conducting the entire selection process (ads, multi-step interactive selection involving the team, onboarding)
- On-site, online and hybrid workshops, collaboration
- HR administration, payroll and benefit planning
- Employer branding actions (Programming competition, Mini-project challenge, Office Roadshow, "Responsible Employer", "Lovable Workplace", and "Family Friendly Company of the Year" awards), external communication
- Organizing team building and family programs

### **MENTOR-TEACHER**

BUDAPEST SCHOOL

2020-2022 (part time work)

I teach psychology to high school students and I support them to achieve goals as part of mentoring.

### **FREELANCER ORGANIZATIONAL PSYCHOLOGIST**

2015-2020

I like to experience as many situations and challenges as possible and gain experience. As a consultant, I assisted company managers, teams and employees in several sectors along with organizational psychological aspects:

- Leadership coaching and training
- Recruitment projects for small and medium-sized companies
- Communication training and feedback system
- Organizational culture diagnosing and consultancy
- Burn-out prevention training for teachers and healthcare workers
- Career coaching
- "Psychohacks" workshops