

Anna Lelia Sandoghdar

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EDUCATION

King's College London PhD in Management Thesis on <i>Organisational Purpose and Employees' Experiences of Meaningful Work</i>	London, UK Sep 2020- present
London School of Economics MSc Organisational and Social Psychology, with Merit Thesis on <i>Employees' Sensemaking of Meaningful Work in Investment Banks</i>	London, UK Sep 2019- Sep 2020
King's College London BSc Psychology, 1:1	London, UK Sep 2016- Jul 2019
SOAS, University of London Certificate of Higher Education in International Relations and Social Anthropology	London, UK Sep 2014- Jan 2016
Gresham's School 35 points in the International Baccalaureate (IB), 36/36 points in the Psychology Extended Essay	Holt, UK Sep 2012- Jun 2014

RESEARCH EXPERIENCE

King's College London, PhD <ul style="list-style-type: none">• Department of Human Resources Management• Researching the phenomenon of Organisational Purpose and its association with employees' experiences of meaningful work• In collaboration with Laing O'Rourke, a multinational engineering and construction company (£2.45 billion revenue 2020)• Strategically reviewing all the available academic and empirical literature on organisational purpose and meaningful work• Independently working on a long-term project involving the management of various stakeholders (academic and professional)• Closely collaborating with senior executives at Laing O'Rourke to understand and analyse purpose throughout the company• Conducting an in-depth analysis of the organisation through interviews across the organisational hierarchy, analysis of organisational documents and ethnographic observation of strategy meetings and organisational initiatives• Developing conceptual thinking skills as an expert within the up-and-coming field of organisational purpose	London, UK Sep 2020- present
Friedrich Alexander Universität, Research Assistant <ul style="list-style-type: none">• Department of Human Motivation and Affective Neuroscience• Worked on an independent research project, aiming to investigate the organisational effects of hormones on implicit motivation ("FWHR and aggressive behaviours in professional German football players")• Conducted background research to understand and identify relevant literature• Systematically developed a strategy for the research process in a team• Collected and recorded data efficiently	Erlangen, DE Jun 2017- Sep 2017

WORK EXPERIENCE

King's College London, General Teaching Assistant <ul style="list-style-type: none">• Teaching Assistant for Bachelor Students in International Human Resource Management, Organisational Behaviour and Business Ethics and Sustainability• Delivered a range of teaching and assessment activities related to leadership, teamwork, motivation, organisational culture, cultural differences at work, well-being at work, sustainable business practices, ethical decision-making and purpose in organisations• Engaged in professional development as appropriate and regularly updated subject-related knowledge base• Engaged students in discussions about business case studies• Supported student development through the mentoring in office hours• Coached students to work in groups and deliver presentations• Marked coursework and exam answers and gave thorough feedback to assist further development	London, UK Sep 2022- May 2022
Spencer Stuart, Consulting Intern in Leadership Advisory Services <ul style="list-style-type: none">• Leadership assessments: applied leadership capability frameworks, analysed Executive's assessment notes and 360° references to identify strengths, areas of development and position candidate within the industry• Culture Assessments: gained understanding of application and analysis of organisational culture frameworks• Leadership Development: assisted with development of company's coaching offerings• Conducted detailed competitor analysis of the organisational consulting market and its offerings• Conducted internal analysis of work-life balance and employee engagement and presented results to committee of consultants and partners• Analysed a variety of Diversity and Inclusion strategies and Best Practices to inform the company's development of Diversity consulting offerings• Assisted in building an internal database of Executive leadership assessments	London, UK Jun 2019- Sep 2019

- Collaborated with teams in other offices internationally

Friedrich Alexander Universität, Marketing Intern

Erlangen, DE
Jun 2015- Jul 2015

- Created effective messaging using language, graphics, and marketing collateral
- Wrote press releases and short statements for newspapers, journals, and websites
- Managed social media accounts and blogs to target an international demographic and market the student experience

University Hospital Erlangen, Clinical Intern at Psychiatric Ward

Erlangen, DE
Jun 2013- Jul 2013

- Shadowed Psychiatrists and Psychotherapists in their individual sessions with patients
- Participated in treatment groups and therapeutic activities to teach functional living skills and address behavioural issues
- Involved in strategy meetings with a clinical team to discuss patient cases
- Attended training workshops for psychiatrists and psychologists of the hospital

OTHER INVOLVEMENTS

Principal Global Leadership Award, King's College London

London, UK
Nov 2017- May 2018

- Selective competitive co-curricular programme involving a series of lectures, workshops and conferences relating to leadership
- Completed several reflective assessments and led a team presentation titled "Facilitating an open dialogue on suicidal tendencies in the financial sector"

Gresham's Nursery Volunteering

Holt, UK
Sep 2012- Jun 2014

- Weekly volunteering at the local nursery, leading children's activities and creating "learning days"

SKILLS

- *Analytic skills:* conceptual thinking, ability to synthesize and understand complex information, problem-solving, make decisions about abstract information, form and defend independent conclusions
- *Organisational skills:* independent project management, managed several projects and tasks in parallel, managed several groups of stakeholders simultaneously, planned work to achieve goals and targets, set realistic objectives
- *Communication skills:* presenting to academic experts and practitioners, explaining complex or difficult concepts in basic terms and language, adapting style and content to the level of knowledge and understanding of others
- *Interpersonal skills:* communicated at all professional levels, and with people from diverse origins and cultures, worked both independently and in team settings, facilitated group discussions or conduct meetings, collaborated with teams from organisations
- *Languages:* Native in German and English, Intermediate French and Persian, Conversational Swiss German, Basic Spanish
- *Computer:* R Studio, SPSS, Microsoft PowerPoint and Excel
- *Hobbies:* Travelling, Horse-riding, Violin, Painting, Yoga