



**Roya Bauman, PhD, SHRM-CP
Consultant**

Dr. Roya Bauman is a human resources and organizational development consultant who has worked with clients from all over the map, including US Air Force planners at the Pentagon, federal employees being downsized, civics teachers Nabisco factory workers.

As a consultant, she advised clients on organizational culture change, team building, creativity and innovation, cognitive diversity, conflict resolution, and strategic planning. She also facilitated a strategic planning meeting, training courses, and creativity sessions. She also led work process analyses and designed and analyzed competency models and surveys. Her expertise is scoring, analyzing, interpreting, explaining psychological tests such as MBTI, and using the results to facilitate training programs to develop intra-group communication and understanding with intact work teams.

Dr. Bauman received her M.Phil. and Ph.D. in Industrial and Organizational Psychology from George Washington University. She received her certification as a senior HR professional from the Society for Human Resource Management. She is trained in the art of mediation.

Dr. Bauman's experience as an "Army brat" gave her valuable experience with multiple cultures and languages. She is a descendant of immigrants of Eastern European and Iranian backgrounds. She is a lifelong follower of the Bahá'í Faith.

Besides having served as Bahá'í representative to the Board of the Interfaith Council of Metropolitan Washington, Dr. Bauman is an accomplished volunteer and professional singer and choral director. She has released two CDs of Bahá'í-oriented songs. She has training and experience singing at the bedside of ill or dying patients, which rank among her most profound spiritual moments.

In her spare time, Roya loves spending time with her daughters, exploring a wide range of teas and dark chocolate, practicing yoga, studying racial justice issues, and helping white and white-passing people discover and overcome their privilege.