

Alicia Riolino, MA, MBA

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EDUCATION

London Business School, London, United Kingdom

PhD Candidate, Strategy and Entrepreneurship, In Progress (*Parental Leave until June 2022*)

London Business School, London, United Kingdom

Master of Research, Strategy and Entrepreneurship, 2021

Rotman School of Management, University of Toronto, Toronto, Ontario

Master of Business Administration, 2019

McMaster University, Hamilton, Ontario

Master of Arts, Economic Policy, 2012

- Specialization in health policy and data analysis
- Conducted econometric analysis of longitudinal data related to charitable giving and donor profiles
- Entrance Scholarship, 2011; 3.7 GPA

Brock University, St. Catharines, Ontario

Bachelor of Arts, Economics, 2011

- Specialization in health economics and research methods
- Completed undergraduate research paper on the impact of cyclical unemployment on birth rates in Canada; used econometric methods to model the relationship between aggregate data; received top marks for work
- Entrance Scholarship, 2007; Scholars Renewal, 2010; Dean's Honour List, 2011

RESEARCH AND WRITING

- Author, Research Brief: Taking A Pass – the impact of proportional prejudice on hiring decisions, Institute for Gender and the Economy, 2019
- Co-author, Gender-based analysis as a turnaround strategy at McCarthy Uniforms, Institute for Gender and the Economy, 2019
- Co-author, Capital Markets: why so few women?, Institute for Gender and the Economy, August 2019
- Co-author, 2019 Toronto Thinks Global Health Case: Reducing youth unemployment to promote health in rural Rwanda and Uganda, Dalla Lana School of Public Health, January 2019
- Co-author, Women in Capital Markets: Designing for Equality, Institute for Gender and the Economy, 2018
- Contributor, Statistics in Context, Barbara Blatchley, Data analysis examples for SPSS and R, Oxford University Press, 2018

AWARDS AND ACHIEVEMENTS

- Recipient, 2018 Institute for Gender and the Economy MBA Fellowship
- Recipient, 2018 Class of 2002 MBA Award
- Winner, 2018 BMO | BAIN Case Competition for LGBTQ+ Inclusion
- Winner, 2018 Access to Success Universal Design Case Competition for Accessibility
- Finalist, 2018 Rotman Asset Management Association Private Equity Case Competition
- Winner, 2017 A.T. Kearney Rotman Prize in Strategy Consulting

EMPLOYMENT EXPERIENCE

In Nova Consulting, Toronto, Ontario

Principal Consultant, 2018 - 2019

- The primary relationship manager for clients; Implemented an enhanced client onboarding and communication process, including a project scoping questionnaire, time and billing tracking, and invoicing communications
- Led ethnographic study of a 3.7-billion-dollar investment organization; analyzed interviews with over 70 employees and synthesized findings into a comprehensive report for executive management and the Board of Directors; results were ultimately led to the creation of Managing Partner, Diversity & Inclusion role

Institute for Gender and the Economy (GATE), Toronto, Ontario

Research Assistant, 2018 - 2019

- Researched case material for Women in Capital Markets Design Sprint; organized industry-level research and quantitative data; leveraged design thinking methodology to develop a persona; translated qualitative interviews into core case material

University of Toronto, Rotman School of Management, Toronto, Ontario

Teaching Assistant and Course Designer, Leading Social Innovation, 2018 - 2019

- Developed course schedule and managed delivery of curriculum to 65 students over summer intensive term
- Liaised with four external partners to develop criteria and scope for student consulting project; facilitated meetings between industry partners and student teams, including project update calls and feedback on final presentations

University of Toronto, Rotman School of Management, Toronto, Ontario

Teaching Assistant, Business Problem Solving: A Model-Based Approach, 2017 - 2019

- Collaborated with the course instructor to translate course requirements into grading standards
- Marked and calibrated over 200 papers; provided students with detailed feedback to ensure they understood their final grades as they related to project requirements

BDO Canada LLP, Toronto, Ontario

Manager, Corporate Strategy, 2016 - 2018

- Led a team of 20 that developed and implemented an annual business planning process across 15 offices, improving prioritization of local budgets, increased understanding of market opportunities, and collaboration between leaders
- Conducted interviews with 45 business unit leaders and led focus groups with 50 partners to understand growth opportunities across the country, translating findings into a strategic plan including specific initiatives and office-level tactics; plan and recommendations were adopted by the Executive Leadership Team