

Leadership and Executive Coaching Coach Profile



Rob Schmieder, Ph.D.

COACHING STATEMENT:

Rob's work focuses on increasing the skills and overall performance of individuals, teams, and organizations, specializing in the development of managers and leaders. This is accomplished by first identifying the key business needs of the situation, employing an appropriate assessment process to evaluate critical developmental gaps, then establishing clear and compelling objectives; and finally, by designing and delivering interventions that produce quantifiable and lasting results. He believes in and facilitates a collaborative, interactive, and accountable learning environment to meet the unique needs of each client.

EDUCATION:

Ph.D. Industrial and Organizational Psychology, Bowling Green State University

B.S. Psychology, Western Washington University

AREAS OF SPECIAL FOCUS:

Rob has focused his leadership assessment and coaching practice primarily on equipping high-potential individuals to prepare themselves for the next level of leadership. Through the coaching process, Rob works with his clients to gain candid and focused feedback from peers and utilizing that feedback to accelerate development progress. With Rob's background in rigorous measurement of individual and group performance, he brings a result-focused approach to his coaching engagements. This is balanced with a genuine belief that work should be a satisfying and enriching experience for leaders and the people they lead.

CAREER HISTORY:

Prior to becoming an independent consultant, Rob was a consultant for Personnel Decisions International (PDI), a global consulting firm, where he was a regional director of assessment solutions. After helping to launch and build PDI's San Francisco office, he moved to Seattle to build the Pacific Northwest business. At PDI Rob focused his professional practice on building world-class talent management programs. He also deepened his expertise in the assessment and coaching of leaders.

Rob also worked for Getty Images in Seattle, where he held the position of Director of Organizational Development. At Getty, Rob led organizational and employee development projects, which included designing and implementing performance management systems, employee opinion surveys, and he also created the framework for a corporate university program. Rob also has held internal positions at IBM and Andersen Consulting.

REPRESENTATIVE CLIENTS:

Rob has worked in multiple industries, including IT, telecom, financial services, manufacturing, engineering, energy, healthcare and retail. Selected past and current clients include Hewlett-Packard, Agilent, LexisNexis, Washington Mutual, Boeing, Microsoft, The Good Guys, Starbucks, Texas Instruments, Waste Management, Reed Elsevier, and Levi Strauss.

COACHING ASSIGNMENT EXAMPLES:

- Coached VP of market research of a Fortune 100 hi-tech company to develop skills in influencing senior leadership.
- Coached VP of sales to step back from a hands-on style with leading his team and to take on a more strategic role in leading the business.
- Coached GM of operations to become a more collaborate executive team member in working across business units.
- Coached a senior executive to move into an expanded role where he would oversee a much broader market segment.
- Coached over 50 hi-potential middle managers in a technology company undergoing significant change.