

MITCH CHUL SCHNEIDER

EDD, MAT, MBA, MIM

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TARGET – SENIOR STRATEGIC LEADERSHIP EXECUTIVE

SPECIALIZING IN SPEARHEADING LEADERSHIP INITIATIVES AND DRIVING ORGANIZATIONAL GROWTH.

Accomplished senior executive with over 15 years of deep expertise in people capability development: leadership development, learning and development, and organizational change management. Renowned for driving transformational change and strategic growth across diverse industries. Distinguished by a proven track record in cultivating elite leadership talent, building high-performance cultures, and orchestrating initiatives that enhance leadership effectiveness. Master strategist in deploying data-driven tactics, securing high-value partnerships, and spearheading complex programs that dramatically elevate organizational performance and operational efficiency. Adept at inspiring and energizing teams, consistently achieving remarkable and sustainable success.

CORE COMPETENCIES

- Leadership Development Strategy
- Organizational Management
- Talent Development & Management
- Culture Transformation
- Change Leadership
- Executive Coaching
- Learning & Development Strategy
- Program Design & Implementation
- Budget Management and Planning
- Instructional Design
- Leader Pipeline Development
- Executive Development
- Cross-Functional Collaboration
- Succession Planning
- Stakeholder Engagement

PROFESSIONAL EXPERIENCE

Walgreens Boots Alliance (Walgreens) — Deerfield, IL April 2022 – Present SENIOR MANAGER, Organizational Development & Transformational Change Management

Successfully led transformative initiatives across Walgreens, enhancing pharmacy operations and US healthcare services across 8,000 locations. Spearheaded change management, leadership development, and training strategies in partnership with sr. executives, driving adoption & delivering measurable improvements in efficiency, decision-making, and operational alignment.

- **STRATEGIC TRANSFORMATION MANAGEMENT:** Directed and executed comprehensive change strategies, driving large-scale digital and cultural transformations in pharmacy and healthcare services. Leveraged data insights to optimize leadership effectiveness and operational efficiency, achieving significant performance enhancements across key areas. Implemented leadership analytics, leading to 18% improvements in field and hi-po leadership development aligned with business goals.
- **HIGH-IMPACT PROJECT LEADERSHIP:** Led a 9-month initiative, sponsored by the Senior Vice President, to assess and enhance clinical services within pharmacy operations. Managed a 4 member cross-functional change team, delivered actionable recommendations that improved service delivery and aligned operational practices with strategic objectives. Increased change adoption and performance management leadership behaviors by 25% and reduced resistance by 15% across the organization.
- **LEADERSHIP & TALENT DEVELOPMENT:** Partnered with executive leadership to design and deliver tailored trainings, including DiSC, team acceleration, change leadership, situational leadership, and psychological safety workshops for multiple leader programs (executive, hi-po, managers, interns). Focused on executive coaching and team effectiveness, resulting in a 14% improvement in leadership capabilities, decision-making, and cross-functional collaboration. Developed a leadership competency framework (values-mindsets-behaviors-perceptions-adoption) that increased leadership effectiveness readiness.
- **EXECUTIVE REPORTING & STRATEGIC INITIATIVES:** Provided senior executives with strategic insights and data-driven recommendations, which supported critical decision-making. Ensured alignment of people capability development initiatives with broader organizational goals, reinforcing Walgreens' position as a leader in pharmacy and healthcare innovation.

STRUT Learning (Hybrid/Remote) — Chicago, IL July 2018 – April 2022 CHIEF STRATEGY OFFICER (Growth and Leadership)

Increased market share by 10% YOY/ annually at STRUT Learning by strategically directing leadership development and training programs while pioneering personalized EQ learning platforms, leveraging psychometrics and agile methodologies to boost leadership capabilities and customer engagement by 30%.

- **LEADERSHIP DEVELOPMENT CURRICULUM DESIGN:** Created EQ-powered leadership development experiential learning systems (LMS/ELS), enhancing leadership skills & organizational performance. Spearheaded the optimization of learning management platforms, resulting in a 28% increase in training efficiency and improvement in learner engagement.
- **TALENT DEVELOPMENT & WORKFORCE PLANNING METRICS:** Developed and tracked talent, performance management, and workforce planning metrics, yielding a 25% improvement in program effectiveness and a 20% rise in retention.

- **AGILE METHODOLOGIES & LEARNING OPTIMIZATION:** Spearheaded the adoption of agile/llama methodologies and optimized learning management platforms, resulting in a 32% boost in training efficiency, a 38% increase in learner engagement, and enhanced scalability in program delivery.

Kauzu Inc. — Chicago, IL MANAGING DIRECTOR

November 2011 – February 2016

Distinguished as a key driver of \$500K in angel investments and \$2.25M in Series-A venture capital within the first year, sponsored by Microsoft, Google, and SVB, successfully positioning the company for scalable global expansion.

- **REVOLUTIONIZED HYPER-LOCAL RECRUITMENT & LEADERSHIP DEVELOPMENT:** Pioneered innovative hyper-local recruiting and job placement strategies, forging impactful partnerships with government agencies, nonprofits, colleges, and businesses. Established leadership pipelines that boosted leadership development by 35% and readiness by 25%, earning prestigious industry awards and setting new standards in the field.
- **ACHIEVED STRATEGIC FUNDRAISING & PARTNERSHIPS EXCELLENCE:** Secured high-profile investments/strategic partnerships from top international VC firms, significantly accelerating company growth and enhancing its position in the global market.
- **SPEARHEADED LEADERSHIP & INNOVATION BREAKTHROUGHS:** Facilitated a 25% improvement in leadership effectiveness by introducing a new executive coaching framework and leveraging leadership assessment tools such as MBTI, EQi, DISC, StrengthFinder, and 360-Degree Feedback, while aligning development programs with organizational goals.

EARLY CAREER

ADJUNCT PROFESSOR | NORTH PARK UNIVERSITY | 2022 – 2023

INSTRUCTIONAL DESIGN & TECHNOLOGY DOCTORAL ASSISTANT | TCS EDUCATION SYSTEMS | 2018 – 2020

DIRECTOR OF TECHNOLOGY / K-8 EDUCATOR | FAITH, HOPE, CHARITY SCHOOL | 2017 – 2018

MANAGING DIRECTOR | ASIAN AMERICAN CENTER FOR ADVANCING JUSTICE | 2005 – 2011

STRATEGY, LEADERSHIP DEVELOPMENT, & CHANGE MANAGEMENT CONSULTANT | INFINIUM CONSULTANCY | 2004 – 2010

TECHNICAL ACUMEN

Microsoft Office | Google Suite | SAP | ADO | PeopleSoft | Salesforce | Slack | Asana | Jira | HubSpot | Miro | Trello | SugarCRM | MS CRM | Blackbaud | CXMap | Zapier | ChurnZero | Glint | 360 Feedback | Eqi2 | EQ360 | MBTI | DISC | Enneagrams | LMS | LXP

ACCOMPLISHMENTS

- Reimagined leadership development across organizations and industries with Executive Leadership, High-Potential Leader, Mentorship, Leadership Rotations, and Succession Planning programs, boosting leadership effectiveness, internal promotions, and training efficiency. Implemented learning and coaching platforms, enhancing talent retention and leadership capabilities.
- Championed strategic change initiatives and data-driven leadership analytics, driving successful change adoption and reducing resistance. Enhanced leadership alignment with business goals, optimized talent management processes in all workplaces.

EDUCATION

Doctor of Education (EdD), Major in Educational Psychology and Technology | Chicago School of Professional Psychology, Chicago, IL | GPA: 4.0

Master of Arts in Teaching (MAT), Focus: Elementary Education | American College of Education, Indianapolis, IN | GPA: 4.0

Master of Business Administration (MBA), Focus: eBusiness and Intra/Entrepreneurism | Case Western Reserve University, Weatherhead School of Management, Cleveland, OH

Master in International Management (MIM), Focus: International Management & Cross-Cultural Communication | Thunderbird Graduate School, Phoenix, AZ

Bachelor of Arts in Psychology (BA), Pre-Medicine, Minor in Business | Washington University, St. Louis, MO

RELATED CREDENTIALS

Facilitator: Myers Briggs Type Indicator (MBTI), Emotional Intelligence 360 (EQ360), Emotional Quotient Inventory 2.0 (EQ-i 2.0), DISC Assessment (DISC), Leadership Styles Indicator (LSI), Enneagram, Gallup's Clifton Strengthfinder, Situational Leadership, 360-Degree Feedback, Leading through Change (CM), Psychological Safety | **Six Sigma:** White Belt | Green Belt: In Progress (2024)

Certifications: PROSCI Change Management | Instructional Design & Technology (ID/IDT) | Social and Behavioral Research: CITI | Teacher/Professional Educator License (PEL) Elementary and Middle School for IL and IN | Project Management Professional (PMP) Course | Professional Non-Profit Management | Agile Basics/Leading with Agility | Toastmasters International | Effective Communications & Human Relations (Dale Carnegie)