



Robert Schwieterman

Organizational Development Consultant

Robert Schwieterman is a seasoned organizational development consultant with a rare blend of experience as a business owner, general manager, OD consultant, and head of a corporate training and development function. He has led workshops, coached leaders, conducted team development programs, and provided organizational development solutions across North America, Europe, and Asia.

Since launching Stellar Performance in 2011, Robert has led client engagements for formulating strategy, identifying leaders, diagnosing culture, leading change, improving organizations, and promoting innovation. Robert has implemented solutions in a broad range of industries including automotive, foreign aid, healthcare, hospitality, industrial services, oil & gas, publishing, and transportation.

Before founding Stellar Performance, Robert spent six years at TRACOM Group, where he led the Performance Consulting Division with full P&L responsibility. He oversaw the delivery of leadership development tools, performance management solutions, and employee engagement diagnostics for a diverse global client base, successfully managing complex projects and cross-cultural teams.

Professional Experience

- President & Founder – Stellar Performance | Denver, CO
- VP & GM, Performance Consulting Division – TRACOM Group | Denver, CO
- Sr. Director, Corporate Training & Development – LexisNexis NA | Dayton, OH

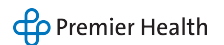


Education & Honors

- BSBA Management Science – Wright State University | Dayton, OH
- MBA Entrepreneurship – Xavier University | Cincinnati, OH
- Member Beta Gamma Sigma – National Business Honor Society
- Certificate in Org Deveopment – NTL Institute | Arlington, VA
- Art & Practice of Ontological Coaching – Newfield Network

Certifications

- Assessments** – CCL Benchmarks, Hogan Leadership Forecast Series, Korn Ferry L360, Learning Practices Inventory
- Culture Assessment** – Denison Culture Survey
- DDI** – Interaction Management, Targeted Selection
- Work Styles** – DiSC, HBDI, Hogan, MBTI, Social Style
- Process Improve** – McKenzie AVA, Rummler Brache
- Teams** – Belbin, Team Center, Team Spirit, TRACOM



Past Client Projects

Formulating Strategy

[HOSPITALITY]

Design and facilitation of process and event to reset company strategy reflecting need for growth and re-prioritization.

Purpose	Preparation
Projections	Possibilities
Portfolio	Proclamation

Identifying Leaders

[HOSPITALITY]

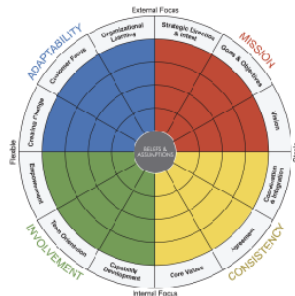
Program for accelerating the advancement of leaders to the executive level through assessment, individual coaching, and application exercises.



Diagnosing Culture

[HEALTHCARE]

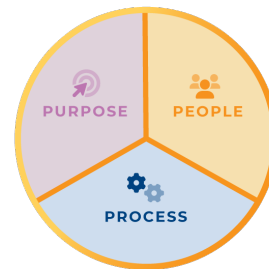
Diagnostic for assessing culture across hospitals followed by focus groups to determine best practices to install across the health system.



Leading Change

[OIL & GAS]

Design and facilitation of process to reset strategy, structure, and roles for a technology function saddled with fast-growing technical debt and rising costs.



Improving Organizations

[PUBLISHING]

Survey to measure employee engagement followed by process to communicate, prioritize, and action-plan the results.



Promoting Innovation

[TRANSPORTATION]

Program for developing ascending leaders through completion of real-time opportunities for innovating organic growth.

