



Rob Schmieder, Ph.D. | Seattle, WA
Senior Consultant + Facilitator
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Rob is senior consultant and facilitator for **STELLAR PERFORMANCE**, a professional services corporation headquartered in Denver, Colorado, providing customized skill-building workshops, talent assessments, coaching, and organizational effectiveness consulting for leaders and teams.

Rob designs and implements talent strategies to increase the effectiveness of organizations. He specializes in leadership assessment and development, and takes a holistic approach that leads to sustainable change for individuals and organizations. Rob bases his work in current management research, and balances this with a pragmatism gained through 20+ years working with a range of organizations in the technology, financial services, retail, pharmaceutical, and manufacturing industries. In total, Rob has been an external consultant, leading engagements for over 25 of the Fortune 500 companies.

Rob has extensive internal leadership experience, having led teams in Microsoft and Amazon. At Microsoft, Rob led talent management and leadership development for the enterprise software group, as well as a corporate group responsible for executive development and succession planning for the company. At Amazon, Rob was responsible for talent management and leadership development for its Web Services division.

Rob is known for building strong collaborative relationships and supporting the success of others. He approaches work with energy and a deep sense of gratitude.

Rob earned his Ph.D. in Industrial and Organizational Psychology from Bowling Green State University.

AREAS OF EXPERTISE

- Employee Engagement and Retention
- Executive Coaching
- High Potential Leader Development
- Leadership Assessment
- Leadership Team Effectiveness
- Organizational Effectiveness
- Succession Planning
- Talent Management

PROFESSIONAL EXPERIENCE

- **Owner** - Schmieder Consulting, LLC
Seattle, WA
- **Director, Leadership Development & Talent Management** - Amazon | Seattle, WA
- **Sr. Director, Talent Management**
Microsoft | Redmond, WA
- **Director & Senior Consultant** - Personnel Decisions International (Korn Ferry) | San Francisco, CA

EDUCATION & HONORS

- **Ph.D., M.A.** - Industrial and Organizational Psychology
Bowling Green State University, OH

CERTIFICATIONS & AFFILIATIONS

- **360s - CCL - Benchmarks, Korn Ferry - Profiler, Voices 360**
- **Assessment & Development Programs** - Assessed and coached over 250 senior executives; designed and implemented assessment centers for multiple Fortune 500 companies
- **Personality Assessment** - Hogan Inventories, California Psychological Inventory