

JoAnn M. Schindler, Ph.D.

Academic Degrees:

Doctor of Philosophy in Psychology, emphasis in Organizational Development.
St. Louis University, St. Louis, MO; 1988.

Master of Science (Research) in Psychology,
St. Louis University, St. Louis, MO; 1984.

Bachelor of Science in Psychology, Magna Cum Laude,
Southeast Missouri State University, Cape Girardeau, MO; 1981.

Teaching Experience:

FACULTY, ORGANIZATION SYSTEMS RENEWAL (OSR) – SEATTLE UNIVERSITY - 2005 TO PRESENT; ANTIOCH UNIVERSITY SEATTLE – 2003-2005

I am a member of a six-person faculty team teaching in this Master's level program. The focus of OSR is to help students develop competence and confidence in the systemic design and leadership of change in social systems so that the system moves toward its own health and wholeness. OSR is a 22-month cohort based program, supporting approximately 35 students per cohort. My area of interest and expertise is in individual and small group development.

Consulting Experience:

PRINCIPAL, WORKING ALTERNATIVES - 1991 TO PRESENT

I have served as an independent consultant supporting the design and delivery of organizational development efforts across a wide range of public and private sector clients across the U.S. These efforts ranged from large-scale, multi-year cultural change projects to smaller, more targeted group and individual interventions. The work has included unions as joint clients when appropriate. My responsibilities have included:

- Project management of multi-year organizational development efforts in large organizations; Consult with steering committees to develop and implement organizational change strategies aimed at improving organizational performance and employee satisfaction
- Individual coaching aimed at strengthening leadership behaviors
- Design and facilitation support of strategic planning efforts
- Design and facilitation of custom team development efforts ranging from executive management through service delivery teams

- Consult to and facilitate work of special project task forces aimed at improving performance, customer satisfaction and/or employee satisfaction
- Leadership and team experiential training in areas of managing change, team development, facilitation, problem-solving, conflict resolution, communication, team contracting and group dynamics
- Consult to the development and implementation of internal communication strategies.
- Organizational and team assessment: Diagnostic survey design, sampling and administration; interviewing; feedback of results to participants and planning committees

PERFORMANCE IMPROVEMENT TRAINER, MARITZ, INC., 1988 TO 1992

I worked with a variety of Fortune 500 companies to assist in the implementation of large-scale performance improvement programs. My responsibilities included:

- Briefing sessions with top and middle management as well as union leadership to prepare them for the program and their role.
- Deliver training programs to prepare employees for specific program roles. Facilitate mid-program evaluation sessions.

LABOR-MANAGEMENT CONSULTANT, W. P. DOLAN AND ASSOCIATES, 1983 TO 1992

I was a third-party consultant to joint labor-management groups interested in employee involvement, quality and customer satisfaction initiatives. My clients were centered in the heavy manufacturing sector, particularly in the industries of auto, steel, rubber, and defense. My responsibilities included:

- Consult with joint labor-management committees to develop, implement, and assess efforts to create a high involvement/high performance workplace.
- Organizational assessment: Diagnostic survey design, sampling and administration; interviewing; feedback of results to labor-management steering committee and workforce.
- Training in team development, facilitation, problem solving and group dynamics.
- Coach newly established teams and committees.

Community Involvement:

PANGEA FOR GLOBAL GIVING – 2005 TO PRESENT

Pangea is an international giving circle founded in 2003 to raise awareness of global issues, study ways to address them, and help the people in economically disadvantaged countries around the world who are affected by them. We do this by:

- Making grants that help communities accomplish their goals
- Educating ourselves and others on the issues and on effective grantmaking practices
- Building relationships with grantees to better understand their strengths, needs and challenges
- Inspiring increased international philanthropy

- Seeking opportunities to provide professional and technical support
- Joining with others to advocate for policies that promote equitable development

Pangea's niche is grassroots NGOs that are too small to find their way onto the radar screen of larger funders. We focus on sustainable efforts that support a community's own ability to thrive. This includes clean water, food security, economic development, and education. Particular attention is paid to the issues facing women and children.

SUMMER 2010:

I traveled to Kenya and Tanzania as part of an 11-member Pangea group to visit and support local grant partners. In cooperation with our Kenyan grant partner, Joshua Machinga (Executive Director of Common Ground For Africa), I designed and delivered a four-day leadership development workshop for 16 members of a newly formed women's farming co-op. The co-op currently has 60 members and will be selling their own produce and crafts in their community store. Money generated from these sales will go back to the co-op to support the basic needs of these women and their families.

FALL 2008:

I joined a four-person team who traveled to Cambodia and Thailand for the purpose of connecting with small grassroots organizations working in the areas of human rights, particularly trafficking. As a result of this trip, Pangea extended letters of invitation to several small non-profits and we now have active grant partners in the area.

ONGOING:

I support the design and delivery of events sponsored by Education Committee of this group.

Publications and Presentations:

Conserving the Essence in the Midst of Change: A Story of the OSR Program. Paper presented at the International Seminar and Workshop on Traditional Culture in a Changing World. Denpasar, Bali, 2005.

Harshman, C.L. & Schindler, J.M. *Team Leader Training: 24 Complete Modules for Developing Team Leaders*. New, NY: McGraw-Hill, 1999.

Navigating Change: A Guidebook and Companion Toolbox created for the U.S. Shipbuilding & Repair Industry. Shipbuilding Information Infrastructure Project, 1999.