

# KEN SCHEWE

## Organizational Developer

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### EDUCATION CREDENTIALS & CERTIFICATIONS

#### BS, Business Administration

Aquinas College

#### Myers-Briggs Type Indicator Certification

Meyers-Briggs

#### Master Trainer/ Instructor Certification

Development Dimensions  
International

#### Facilitator/Trainer Certification, Root Cause Analysis

Dow Leadership Development  
Center, Hillsdale College

#### Accelerated Learning for Course Design

Educational Discoveries

#### Manager Development, Train the Trainer & Problem Solving and Decision Making

American Management  
Association

#### Managing Teams

University of Kentucky

Results-focused systems thinker with a track record in developing people and resources that advance organizations. Proven leader who has driven implementation of human performance systems in the automotive and consumables industries. Champion of cultures that breed success. Key competencies include:

#### Business Acumen

understands how functional areas of an organization come together to create culture and profit

#### Change Management

crafts and communicates compelling plans to move the organization forward; inspires a common vision

#### Workforce Development

offers strategic direction; defines needs; develops interactive curriculum; trains & measures results

#### Project Management

drives operations toward common goals and objectives; achieves on-time results with high morale

#### Team Building

creates team synergy and employee engagement; builds loyalty while fostering a motivating environment

#### Cultivating Strategic Relationships

develops and maintains long term business relationships

### EXPERIENCE

#### Owner / Learning and Performance Strategist Ignite Performance Now

#### Present Initiative

Launched a consultancy applying deep industrial experience to workforce and organizational development. Affects leadership culture using this model: leaders should match their leadership style to the developmental needs of the employee(s); and leaders maximize their effectiveness when they put others first.

- Craft strategies and process designed to promote excellence in operations, build effective infrastructure, team synergy, and professionalism for client companies. Grow leadership and team performance.
- Assess performance gaps and deliver innovative training initiatives designed to increase engagement and productivity.
- Reduced employee turnover by 18% - 27% and improving employee feedback on satisfaction surveys in one 2-year client engagement.
- Develop and administering Health, Safety, and Environmental initiatives for established business and startup companies. Exceeded industry standards, 7%-16%.
- Introduce Career Transitions; a dynamic, interactive program, providing an innovative and flexible platform for supporting and managing career transition activity from the auto industry.
- Develop and implemented bachelor degree in Automotive Sector Management adapting adult learning principles fashioned for the unique requirements of the non-traditional adult learner.
- Design, develop and facilitate classes as a contractor with consulting organizations: The Employers' Association; Thompson M-TEC, Career and Corporate Training; and Baker College

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## **Executive Vice President / Operations Development Consultant Renewable Energy Technologies**

Renewable waste to energy facility that procures and processes sugar and alcohol based waste into fuel grade ethanol. Uses anaerobic digesters to convert RET's waste into electricity or steam. This zero-waste facility will have capacity to produce 2.2 million gallons of ethanol and other renewable energy and recyclable products annually.

- Led management team creating and implementing company business plan, with full responsibility for overall strategic direction of company.
- Partnering with Michigan fruit producers, breweries and food producers securing over 20,000,000 gallons of waste products.
- Coordinate project development schedules. Develop and update business plan and financial projections, keeping projects ahead of projected schedule.
- Securing contract with major fuel supplier making E85 gasoline for large mid-west retailer. Revenues, 4.0 – 5.5 million per year
- Built key relationships securing \$750,000 in grants and internships with two major universities, fueling research for this innovative green enterprise.
- Networked with local, county, state, and federal government entities to create political, legislative, and economic development alliances. Grants and Incentives exceeding \$1,000,000.

## **Director, Educational Programs**

### **Detroit Auto Dealers Association (DADA) / North America International Auto Show (NAIAS)**

Oversaw staff of 24 supporting 252 automotive dealership franchisees. Planned strategic direction and implementation of educational programs for DADA & NAIAS.

- Successfully developed intern program for Northwood University students enhancing their business skills.
- Spearheaded Education Day – North America International Auto Show yielding annual attendance exceeding 7000 students.
- Authored and implemented new employee orientation manuals and workshop for Automotive Youth Educational Systems increasing retention rate by 38% and improving performance with performance metrics by 52%.
- Championed Automotive Youth Educational Systems initiative resulting in the placement of over 350 students that achieved 82% retention, growth rate by 18% over a 7 year period.
- Supervised North America International Auto Show press kit distribution, ultimately providing customer service to 6700+ international automotive media.
- Redesigned Courageous Persuaders (nonprofit); with refreshed vision and mission, strategic marketing, and aggressive fundraising. Raised \$120,000 and doubled student participation in the first year.
- Launched DADA Education Foundation. Raised \$96,000 in first 6 months.
- Improved automotive dealership customer satisfaction feedback by 34%

## **Franchise Business Manager**

### **Valvoline Instant Oil Change**

Provided strategic direction of 21 franchise organizations with 63 centers across 7 states while directly supervising professional training staff, exceeding budget and performance metrics four years running.

- Increased annual growth rates from 31% to 70% through strategic business plan development increasing market share.
- Built highly qualified management staff with retention rate 38% higher than industry and company average.
- Created and administered innovative safety training, and awareness programs that reduced OSHA recordable and worker compensation claims to 44% below industry standards.

## **Corporate/Regional Training Manager**

Collaborate with five member team which planned strategic direction and training development for corporate management, 4 independent divisions, and 73 regional locations. Developed, facilitated, and followed up on performance metrics systems.

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