

DANIEL C. FRESCHI, SPHR

1235 Woodview Drive • Waukesha, Wisconsin 53189
(414) 212-5188 • dan@teamfreschi.com
<http://www.linkedin.com/in/danfreschi>

LEARNING & DEVELOPMENT PROFESSIONAL

14+ years leadership experience

Organizational development, leadership development, and talent management professional with several years of cross functional leadership experience - Proven leader, coach, development planner and solution provider with global experience - Highly sought after facilitator, with great depth and breadth of organizational exposure - Highly adaptable and innovative process designer and project manager, capable of working cross functionally at all levels of an organization - Demonstrated business acumen, capable of balancing omnidirectional needs.

Core Competencies

Organizational Development	Leadership Development	Team Building	Performance Management	Instructional Design
Talent Management	Change Management	Executive Coaching	Strategic Thinking	Competency Governance

PROFESSIONAL EXPERIENCE

EDGE Business Management Consulting, LLC. | Waukesha, WI

2010 – Present

President

2010 – Present

- Lead the firm in achieving our vision to help organizations through extraordinary human capital development activities, exponentially cultivating individual and organizational growth, learning, knowledge, and wisdom
- Foster an organizational culture that supports our mission to become the strategic partner of choice and to be recognized as making a positive impact on the way organizations develop their employees, leaders, and culture through the delivery of solutions that are transparent, practical, robust, and long-term
- Sourced, developed and implemented a new to leadership development program titled Principles of Leadership for West Bend Mutual Insurance Company; developing over 50 associates for leadership roles in the firm
- Developed and delivered a one-day strategy and innovation workshop for the Children's Hospital of Wisconsin Community Health and Education team resulting in new ideas and shared insights about how to better collaborate and impact their clients
- Led the development and delivery of the Five Dysfunctions of a Team workshop for Saint John Neumann and Saint William Catholic Parishes resulting in stronger and more collaborative relationships built on trust

Carroll University | Waukesha, WI

2014 – Present

Adjunct Lecturer/Professor

2014 – Present

Organizational Behavior (BUS 315) & Human Resource Management (BUS 265)

- Provide an experiential approach to current theory, research, and practices regarding variables that influence behavior in complex organizations
- Provide an experiential approach to the study of managerial responsibilities for human resources in the areas of productivity, quality of work life, compensation and job design



Robert W. Baird & Co., Inc. | Milwaukee, WI

2010 – 2014

Sr. Talent Development Consultant - Management Development - Vice President

2010 – 2014

- Developed, implemented and monitored Manager Development strategies, practices and programs to include a First Level Leader development initiative, Principles of Leadership and a Middle Level Leader development initiative, The Leadership Journey and custom leading change and strategic direction executive development programs
- Built a custom Leadership Competency 360 assessment, integrating development suggestions for all leader levels; partnered with world-class vendor to administer assessment and provide custom reports
- Developed and implemented Leader Fast Start, a three series initiative (Is Management for Me?, Manager Essentials, and Onboarding Experience with Team Fast Start) for new leaders accelerating the time to their breakeven point
- Led the development and implementation of an internal executive coaching program, actively coached 5 director level associates
- Led a project team of 8 associates to implement a new performance management philosophy and process firm wide creating and delivering consistent training for all managers and associates covering the entire performance cycle; Built and implemented a custom performance management process for a business unit rotational development process
- Collaborated with Human Capital Business Partners and the Human Capital Operations group, providing consultation on the resolution of complex development and job competency issues across several business units
- Sourced and launched a job analysis and competency management program, systematically implementing across multiple business units in the US, UK, and China, which resulted in increased associate on-the-job performance, selection accuracy, and more focused development of associates
- Researched, designed and implemented a competency model for field branch managers resulting in a 360 development assessment and increased development focus
- Provided firm-wide general development sessions to cross-functional associates, such as communication, providing effective feedback, and listening
- Led the sourcing and implementation of an web-based mentoring solution for one business unit, which led to the implementation of a firm wide solution
- Designed and implemented a custom talent management framework based on best practices which led to increased collaboration and decrease in all process cycle times
- Key advisor and contributor for the Fortune Best Places to Work submission leading to an ahead of schedule submission and reaching #14 in 2011, #21 in 2012, #14 in 2012, and #9 in 2014



P&H Mining Equipment | Milwaukee, WI

2007 – 2010

Leadership Development Manager – Americas North

2008 – 2010

- Drove and facilitated global leadership development and talent management initiatives, increasing organizational capabilities in the US and Canada by 40%
- Developed and implemented a global Talent Pool Identification and Development Process, collaborating with global teams to establish a bench of Emerging Leaders - 119 identified, 8% of the global population
- Spearheaded Junior Military Officer recruiting process and recruited 10 military officer high potentials, resulting in a stronger leadership pipeline. Negotiated reduced fees per candidate and saved \$40,000
- Led and developed performance management qualitative audit process, increase visibility by 25% and new marketing
- Redesigned and implemented performance management training, resulting in behavioral focused training using multiple delivery methods
- Designed and developed custom eLearning modules using Adobe Captivate, including Leadership Development, Performance Management, and Business Ethics
- Key partner in defining a Leader and Leadership in the organization; as well as developing the Manager and Supervisor competency model and associated training
- Implemented and drove the development of Strategic HR Leadership-Business Partner competencies for HR Managers and Generalists
- Created and facilitated Change Management training, integrating it into P&H's Continuous Improvement Academy
- Featured presenter at 4 different Leadership Development conferences hosted by Development Dimensions International

Senior Leadership Instructor

2007 – 2008

- Partnered with DDI to conduct a behavior change and ROI assessment on Foundations of Leadership which resulted in every invested training dollar returning \$2.63 in human capital value (263% ROI)
- Created, customized, redesigned, implemented and facilitated global leadership development initiatives for front-line and manager level leaders resulting in one common and consistent development and follow-through series for supervisors and managers
- Executed development and follow-through processes, tracking impact on individual performance using development plans resulting in 38% knowledge transfer and a 67% behavior change
- Created and enhanced global leadership development communication plans resulting in global consistency in messaging around development initiatives
- Conducted targeted needs analysis over the course of 3 months resulting in 2 customized teambuilding modules for sales and IT; and 2 performance management modules for the general employee population





Captain, Logistics Corps, United States Army

2000 - 2007

Assistant Support Operations Officer - Fort Hood, TX; Taji & Baghdad, Iraq

2004 – 2007

- Developed combat service support management functions, including maintenance, supply and distribution for a 350-person logistics unit
- Led advanced team that coordinated units arrival in Iraq and established accountability for \$55.5 million of equipment, contributing to mission success in Iraq during Operation IRAQI FREEDOM; awarded the Army Commendation Medal
- Spearheaded team managing transportation and distribution operations, resulting in over 493 successful combat logistics convoys during Operation IRAQI FREEDOM; awarded Meritorious Service Medal
- Developed and established improved risk management procedures that enhanced safety and focused on readiness, resulting in zero accidents or incidents while conducting combat operations; awarded the Army Achievement Medal
- Achieved over 90% readiness in Iraq by building and installing maintenance management systems for 11 newly formed subordinate units that contributed to accurate monthly reporting

Operations Officer-in-Charge - Ramstein Air Force Base, Germany

2002 – 2004

- Led 22-person multinational movement control team
- Managed operations and movement control of inbound and outbound personnel and cargo worth over \$1M a day at largest military aerial port in Europe
- Led team that simultaneously coordinated historic strategic air deployment of 28 M1A1 Abrams Tanks into Iraq along with over 1.8M rounds of ammunition, contributing to mission success
- Reduced mission processing time 50% by designing and implementing a mission management system
- Increased training efficiency 95% by implementing reserve unit integration training program
- Moved over 47,000 soldiers/51,700 tons of cargo in 520 missions through seamless joint movement systems

Company Executive Officer - Kaiserslautern, Germany

2001 – 2002

- Led the day-to-day operations and activities and second in command of 150-person medium truck company
- Led 17-person team and their families maintaining and providing logistics support for 15 vehicles and equipment worth \$1.5 million as well as the company personnel action center, arms, supply and mail rooms
- Developed and implemented risk management mission workbook, enhancing unit's ability to assess risks, mitigate mission hazards and eliminate accidents
- Platoon Leader, Led 22-person team providing transportation support for 85,000-person US Army Europe, employing and maintaining 16 vehicles and equipment worth \$1 million





EDUCATION & CERTIFICATIONS

Doctor of Psychology, Business Psychology Chicago School of Professional Psychology	2016
Master of Human Relations, Organizational Leadership University of Oklahoma, GPA 3.98	2004
Bachelors of Science, Criminal Justice – Law California State University-Sacramento	2000
Senior Professional in Human Resources (SPHR) Human Resources Certification Institute	2009, 2013
The Five Behaviors of a Cohesive Team Wiley Workplace Learning Solutions	2014
7 Habits of Highly Effective People Signature Course FranklinCovey	2014
Everything DiSC (Workplace, Management, Sales, 363, Work of Leaders) Wiley Workplace Learning Solutions	2013
Insights Discovery Practitioner Insights North America	2011
Master Trainer and Learning Systems Facilitator Development Dimension International (DDI)	2010, 2007
Hogan Assessment Suite (HPI, HDS, MVPI, HBRI) Hogan Assessments	2010
Denison Culture & Leadership Consulting Partner Denison Consulting	2010
Coaching Certification MRA Institute of Management	2009
Criterion Referenced Instruction Designer Center for Effective Performance	2008
Situational Leadership II – Certified Facilitator The Ken Blanchard Companies	2007
The Leadership Challenge Workshop Wiley, Inc.	
Emotional Intelligence Skills Assessment (EISA) Workshop Multi-Health Systems Inc.	
The Five Dysfunctions of a Team Workshop The Table Group Inc.	

COMMUNITY INVOLVEMENT

Make a Difference Wisconsin – Advisory Board Member
Member of the Board of Directors, Co-Chair Programs Committee - Parents Plus, Inc.
Silver City Main Street - Milwaukee, Fundraising Committee
Junior Achievement Volunteer
Milwaukee Job Camp 3 – Social Media Volunteer

