



Rob Schnell, CTDP, CHRP

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Rob is co-founder of The Performance Group OE Inc. For over 30 years, Rob has used innovative and collaborative approaches to help organizations achieve success and improve performance. Rob is committed to enhancing individual, team and organizational effectiveness. Rob's goal is to help clients develop practical solutions to successfully meet the challenges of today's business environment. Rob is currently the president of the Canadian Society for Training and Development (CSTD) Edmonton and Area Chapter.

Areas of expertise

- leadership development
- organizational effectiveness
- instructional design and delivery
- succession planning
- critical thinking

Experience

Coaching

Rob coaches organizations in the area of succession planning, including strategic thinking and planning, knowledge transfer and client transfer.

Consulting

Rob has been consulting for over 30 years. He is skilled at helping clients through organizational challenges, in particular, strategic planning, change management and managing transitions.

Facilitation

As a skilled facilitator, Rob functions as a bridge between the parties, building trust and providing a clear awareness of expectations. Rob is able to hold up a mirror by asking critical questions that help participants identify barriers to success and move beyond them in order to develop workable, achievable action plans. Rob's helps his clients conceptualize key issues and put them into practice through the use of frameworks, logic models and critical thinking.

Instructional design

Through a process of collaboration, Rob helps clients analyze their situation and identify their specific needs. By asking the right questions, he is able to ensure that he can develop the most effective training solution. As trainer first, Rob always keeps the participant in mind. Rob is dedicated to developing content that allows clients and participants to use their new knowledge and skills when they leave the training room. Rob has designed workshops on numerous topics, including family violence, elder abuse and creating a respectful workplace.

Workshop delivery

Rob excels at delivering training programs. He is a master of group dynamics, and uses humour, models, and storytelling to bring his material to life. Rob delivers workshops on a variety of topics, including leadership, team building and conflict resolution.

Passions

Rob is passionate about:

- developing leaders
- encouraging critical thinking
- empowering employees