



Robert L. Schoonmaker
Senior Consultant

Bob Schoonmaker brings over thirty years of experience in organizational development working with both individuals and organizations to the *Leaders By Design* team. An acknowledged expert in executive development, Bob believes that most of us only scratch the surface of our potential and that growth and learning are a lifelong venture.

Most recently Bob founded Schoonmaker Associates (SAI), an executive and organization development company that provides career consulting, life planning and leadership development services to its clients. Previously to that Bob was president of the Strategic Human Resources division of CGI Consulting Group, Inc., a benefits consulting firm.

Bob's commitment to learning and development originated early in his career, while serving as a parish minister in New Jersey and Puerto Rico. Believing that he could "minister" equally effectively in the business world, he embarked upon a career in human resources joining Chase Manhattan Bank in New York City as a senior training specialist. He then moved to RCA where he was responsible for management development and technical training in the company's Computer Systems and Military Electronics divisions. From 1975 through 1990 he was director of Training, Development, and Employee Relations at Provident National Bank (now PNC Bank). During a time of significant change in the banking industry, Bob's department was instrumental in supporting the growth objectives and performance of the corporation; he also became known as an exceptional mentor and coach to line executives and earned recognition for his leadership in the human development profession.

Bob received his undergraduate degree from Barrington College and a Masters in Theology from New York Theological Seminary. He has attended New York University, Graduate School of Business, received a Masters of Education in Educational Psychology from Temple University, and has been adjunct professor at several local colleges. He is past president of the Philadelphia Human Resource Planning Society, has been active in the Organization Development Network, the Society for Human Resource Management, and the American Society for Training and Development.

Bob and his wife live on a 50 acre farm in Chester County, PA, and in the absence of their five grown children, raise horses.