



Pfeiffer Partner Program

Dan Schwab

“More than ever, the challenge of this century is a challenge of leadership,” says Dan Schwab. “To thrive in this era of diversity and fundamental change we must awaken the leader within everyone.” In his twenty years of human development and training experience, Dan has consistently made leadership development his passion and focus. From his first association with the Leadership Challenge Workshop as a ropes course guide in 1989, to leading workshops as Certified Facilitator in the last several years, Dan has brought skill and dedication to bear on helping others unleash their vision of the future.

Dan is currently practicing as an independent consultant to corporate and non-profit organizations in the areas of leadership, teambuilding and coaching.

From 2001 to 2009 Dan served as Director of Training and Organizational Development for the Trust for Public Land, where his expertise in adult learning contributed to the success of one of America’s most effective non-profit organizations. Prior to TPL, Dan worked as an internal training consultant with a multinational financial services firm, and, as a consultant, designed and facilitated hundreds of learning programs for firms in Silicon Valley and across the US.

A graduate of Dominican University of California, Dan holds a degree in Human Resource Management, as well as a Certificate in Training and Human Resource Development from the University of California, Berkeley. A native of the Bay Area, Dan has also worked as a tradesman, solar energy expert, river guide and backcountry ranger, as well as a volunteer with special needs communities. An intrepid explorer, Dan and his wife, educator Diann Grimm, has traveled extensively in the United States, Latin America and Asia.

Professional Expertise/Services

INDEPENDENT CONSULTANT 2009-present

Sole proprietor of training and consulting services, including:

- Leadership and team development
- Vision and strategic planning retreats
- Individual and group coaching

SONOMA LEADERSHIP SYSTEMS, Sonoma, California 2006 – Present

Consulting group specializing in developing leaders internationally.

Contract Consultant

- Deliver two-day development programs to public service and corporate organizations to improve individual leadership performance and enable leaders to effectively motivate teams.
- Consult on program design and delivery strategy to meet client business objectives.

THE TRUST FOR PUBLIC LAND, San Francisco, California 2001 – 2009

National nonprofit land conservation organization.

Director of Training & Organizational Development

- Created new department to provide staff development to professional organization of 450 employees in 45 locations.
- Conceived and implemented learning strategies to strengthen individuals and departments to more effectively deliver the organization’s core mission of conserving land for people.
- Developed curriculum on supervision, management, leadership, diversity, personal effectiveness, land transactions, internal policy, custom software applications, and other topics; delivered on-site and webinar-based training to targeted audiences.



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- Coordinated and conducted comprehensive new employee orientation programs.
- Designed and facilitated meetings and retreats for executive staff and functional groups.
- Partnered with COO to streamline organization through restructuring and other initiatives
- Consulted with executive group on revising National strategic plan. Led the development of 33 individual State Office strategic plans.
- Developed and managed budget for training function.

FRANKLIN TEMPLETON INVESTMENTS, San Mateo, California 1999 – 2000
Global financial services firm.

Training & Organizational Development Specialist

- Delivered diverse, in-depth training programs on leadership, coaching, performance management, teamwork, project management, presentation skills, and other topics to staff at all organizational levels.
- Designed detailed program materials for workforce development projects across 6,000-member organization, including Human Resource training modules and individual employee learning plans.
- Led deployment of 360-degree assessment instrument to develop corporation's top 400 executives.
- Contributed to redesign of 52-person training department to increase efficiency, reduce turnover, and expand use of technology in day-to-day training functions.

PRO-ACTION ASSOCIATES, Colma, California 1983 – 1999
Educational consulting firm pioneering the use of experiential activities to create more effective team building and leadership development programs.

Senior Consultant; Executive Director

- As Executive Director, increased company revenue by 200% over two years by expanding target market and developing more diverse and highly specialized curriculum.
- Applied experiential training methodologies to corporate clients across diverse markets.
- Facilitated outdoor, adventure-based teambuilding programs for more than 7,000 clients, from business executives to at-risk youth.
- Designed and delivered dozens of classroom training sessions on teamwork, leadership, and management development for both corporate and nonprofit organizations.
- Helped company expand by successfully recruiting, screening, and hiring staff of 20 employees; set performance standards and compensation; conducted employee reviews; and managed staff training and development.
- Managed budget and administrative functions.

Recent Assignments

University of California, Davis *April – July 2009*

- Designed a customized version of The Leadership Challenge workshop and delivered it to 130 mid managers

Driscoll's Strawberries *February – September 2009*

- Delivered The Leadership Challenge Workshop as part of a year long in-house staff development program

University of California, Santa Cruz *February 2009*

- Delivered a customized leadership program to a cross-campus group of senior managers as part of a semester-long leadership academy

The Trust for Public Land, California State Office *April – September 2009*

- Designed and facilitated a series of retreats and meetings to help integrate a new business strategy for a land conservation group

California Department of Corrections and Rehabilitation *December 2006 – June 2007*

- Delivered a series of leadership programs for first and second level supervisors in large government agency

Western Union Corporation, Mexico and Costa Rica *April – August 2008*



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The Land Trust Alliance 2006 - 2009

- Delivered a customized leadership program to national conference four years in a row

Conservation Corps North Bay 2007 – 2008

- Provided training in supervisory skills and diversity awareness to staff and youth leaders

Education and Professional Affiliations

- Bachelor of Arts in Human Resource Management ~ summa cum laude
Dominican University of California, San Rafael, California
- Certificate in Training & Human Resource Development
University of California, Berkeley Extension
- Certified Facilitator
The Leadership Challenge Workshop
- Certified Facilitator, for all workplace and management development programs
Development Dimensions International
- Graduate – Coach U

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