

LUIGI A. PECORARO

1851 Oak Bend Dr. * Rockwall, TX 75087

luigipl@ymail.com * 216-990-1184 (mobile)

CAREER SUMMARY

Executive Education and Leadership Development professional with the most recent 13 years in business school settings focused on professional and leadership development consulting to corporations and instruction to students and working professionals. An additional 17 years of experience in the corporate learning and development field. Excel at researching, designing, developing, and executing leadership development programs that impact individuals and organizations of various sizes and sectors in diverse industries. Excel at uncovering needs, developing, and executing strategic plans and educational programs, inspiring and building highly effective teams, and optimizing performance through education, training, development, and coaching. Recognized as a good listener, trustworthy, authentic, and supportive of others.

AREAS OF EXPERTISE

- Strategic Planning / Execution / Alliances
- Staff Development / Training / Team Building
- MBA and Leadership Education
- Career Management/Coaching/Programs
- Organization Development/Change Management
- Leadership Development and Innovation
- Employer Relation and Corporate Recruitment
- Executive Coaching and Consulting
- Performance Management / Optimization
- Program Management and Client Services
- Classroom and Executive Education Instruction

CAREER PROGRESSION

SMU Cox School of Business, Executive Education

2019- current

Managing Director

- Designed and developed leadership development program for senior leadership and high potentials at several major corporations incorporating behavioral assessments, coaching, action learning, and measurable behavioral change. Directed faculty on creating learning designs to match business needs.
- Redesigned and marketed open enrollment programs acting as academic director for a 10-week leadership program and facilitator of the creating high performing teams module
- Taught Leadership and Culture to 45 upperclassmen and Organization Behavior to 65 part-time MBA's

Executive Core and Professional Development Programs, LLC Cleveland Heights, Ohio

2017 - 2019

Talent Management Executive and Executive Coaching while completing my dissertation

- Facilitated a custom 6-month leadership development program for the top 6 executives of a \$4M software co.
- Conducted numerous strategic recruitment assignments for executive positions on a retained basis
- Initiated a peer consulting and coaching group of 8-10 small local small business owners from a franchise model.

CWRU, Weatherhead School of Management

Cleveland, Ohio

2013 – May 2017*Director, Executive Education, Custom Corporate Solutions*

2014 – May 2017

Lead a division of Executive Education that generates 2.2M from business development, design, and delivery of programs

Director, Executive Education, Executive MBA, and Custom Training Programs

2013 - 2014

Recruited the class of 2016 in six months by meeting with each prospective student achieving a high yield on few applicants

- Oversee Executive Engagement of 20 clients and 29 programs per annum from 1 to 9 days each by collaborating with Faculty and Faculty Directors to design customize development program to meet the needs of clients
- Negotiated 2 three-year contracts for over \$750K each and recently presented a 2.3-million-dollar engagement proposal
- Achieved 10% top line revenue growth YOY the past 2 years and 11% contribution margin in Custom Programs through stronger outreach, value-based pricing, protection of margin, retention, and growth of existing clients.

IIT Stuart School of Business

Chicago, Illinois

2010 - 2013*Director, Career Management Center and Employer Relations for MBA, Finance, and Marketing*

Served over 900 undergraduates and graduate students with comprehensive career services and experiential learning options

Leadership and Innovation

- Restored credibility to the Center validated by raising the overall satisfaction levels of students from 49% to 72% with the best increase gained in “treat me with respect” going from 57% to 83% earning nomination for service excellence.
- Co-developed with administration, faculty, and staff an innovative comprehensive graduation-required, first-year, non-credit course called Advancing Career and Education (ACE) with a 100-hour project to increase workplace readiness
- Identified, researched, and arranged for a suite of professional level assessments, web services and virtual resources to assist job seekers in gaining self-awareness of career roles, upgrading their resumes, and conducting effective searches
- Presented on the ACE program at the national MBA CSC conference to a group of peers and subsequently submitted an article to Biz Ed that has been accepted and is expected to be published in May 2012.

Employer Relations and Recruitment

- Increased Co-op placements at Kraft Foods central business intelligence unit from 2 to 5 within first year.

- Administered successful placement of over 150 internships and co-ops of F1 visa holders each year.
- Initiated first of its kind outreach education program to employers to educate them on hiring international students

The Boler School of Business at John Carroll University University Heights, Ohio **2008 - 2010**

MBA Graduate Programs, Career and Leadership Development

- Achieved over a 90% approval rating from feedback of students on usefulness and value of coaching sessions.
- Coached over 200 MBA's in career, management, and leadership development related issues.
- Served as faculty for Introduction to Management Skills for 50 business majors.
- Administered and interpreted 6-8 varied behavioral and personality assessments per student each semester.

Edward Luttner Associates Independence, Ohio **2003 – 2007**

Career Management and Outplacement Firm Vice President, Client Services, Sales and Operations

- Managed a staff of 5-7 to fulfill services for 90-100 client accounts annually from \$400,000 in annual income.
- Increased sales of client accounts by 50% - 100% YOY for 3 years, with sales averaging over \$4K *each*, providing 20% of sales, managing 80% of service load for company by initiating internet Marketing Campaign
- Initiated and increased service levels satisfaction for over 400 individual clients served by:
 - Creating service level standards and goals for delivery, as well as quality measures and accountabilities.
 - Achieving over 80% success rate (up from 50%) in enabling clients to complete search process
- **Coached over 500 professionals, managers, executives and MBA's** in career management and transition issues, providing relevant feedback on personality style and strengths, core competencies, interviewing and presentation skills, and fundamental job search skills, as well as internet resources and strategies.

Peak Performers Network Cleveland, Ohio **2002 - 2003**

Sales Consultant and Membership Director

- Generated sales of memberships for over 400 professionals to a bimonthly seminar featuring National Speakers
- Called on over 1000 companies and built a network of over 1500 influential professionals in Northeast Ohio

Edward W. Daniel Company Cleveland, Ohio **2000 - 2001**

Inside Sales & Customer Service Manager

- Directed team of 3 – 6 inside sales / customer service representatives managing 150 calls each daily for **\$10M** industrial lifting hardware manufacturer selling through direct and distributor channels to over 2000 accounts in the United States.

Cora Development CompanySeattle, WA-Cleveland, Ohio **1994 - 2000***Training and Development Consultant*

- Lockheed Martin – Train-the-Trainer Total Quality Management and Team Building, 3-day event preparing 40 trainers to develop team cells, improve performance, and increase productivity
- Federal Reserve Bank – Continuous Coaching for Performance Improvement, 2-day events in Cleveland, Columbus, and Cincinnati, Ohio for 220 managers in small groups (1-year custom design, \$100K project)
- Cuyahoga County Drug Board – led Budget Streamlining Project with corporate executive team for 50 participating agencies, reducing review and approval process by 50% from 10 to 5 weeks

EDUCATION

Executive Doctorate Candidate	PennCLO (Chief Learning Officer)	August 2019
--------------------------------------	----------------------------------	--------------------

University of Pennsylvania	Workplace Learning and Leadership	
----------------------------	-----------------------------------	--

Dissertation Title: How does participation in a Social Enterprise change the Social Entrepreneur? A Narrative Inquiry Approach

Master of Arts in Education:	Adult Education & Human Resource Training
Seattle University	Seattle, Washington

Bachelor of Arts in Humanities:	English and American Studies Minor
John Carroll University	University Heights, Ohio

CERTIFICATES

Change Leadership:	Organizational Leadership	2015
Cornell University		

Internal Change Consultant	Organizational Leadership	2014
Weatherhead School of Management		

Leadership Deep Dive	Leading with Emotional Intelligence	2013
Weatherhead School of Management		

CERTIFICATIONS

Experience Change Facilitator	Change Management Simulation	2019
ExperiencePoint		

Team Emotional Intelligence	Team Development Coach	2017
EiWorld		

The Fit Leader's Program	Leading with Vitality	2017
The Institute for Leadership Fitness		

Emotional and Social Competence Inventory ESCI 360 Degree Assessment **2006**
The Hay Group

Myers-Briggs MBTI **2003**

TEACHING AND TRAINING EXPERIENCE

SMU – 2019-2021

- Organizational Behavior MNO 6201 – Taught leadership and management to part time 65 MBA students using case studies
- Leadership and Culture MNO 4371 – Taught Juniors and Seniors how to become better leaders
- Facilitated a full day Change Management Simulation to 30 Lexus regional leaders
- Delivered a 3-hour creating high performance teams session to Executive Education leaders the last 4 semesters

John Carroll University – 2018

- Leadership and Management Skills MHR 550 – Taught fundamentals of Leadership and Management to fifth year MBA students. Used experiential learning exercises to challenge leadership abilities for growth and development
- Training and Development MHR 473 – An introductory survey course of the field of Training and Development. Used a project-based learning approach whereby the students creating an actual curriculum based on an in depth needs assessment.

Stuart School of Business at Illinois Institute of Technology

- ACE Program – Advancing Career Education 3 credit graduate requirement. Taught two sections for 3 years. For one-year taught MBA students exclusively

John Carroll University - 2009

- Management Skills MN 395 – Taught fundamentals of Management to two sections of 25 Juniors and Seniors in each section
- Leadership MN 201 – survey course of Leadership facilitated the arrangement of local leaders to come speak.

Bellingham Community College

- 50-hour Learning to Learn Program for 60 people who were displaced timber workers in preparation for entering and education program toward an associate degree and certification program

Cora Development Company

- Lockheed Martin – Train-the-Trainer Total Quality Management and Team Building, 3-day event preparing 40 trainers to develop team cells, improve performance, and increase productivity

- Federal Reserve Bank – Continuous Coaching for Performance Improvement, 2-day events in Cleveland, Columbus, and Cincinnati, Ohio for 220 managers in small groups (1-year custom design, \$100K project)

PUBLICATIONS

Co-work, Co-create, Co-innovate: It’s the Future, 2017 Sept., Wells-Papanek D., Pecoraro, L. DMI Review

Preparing International Students for Success, Weiss, S., Rossetti A., Pecoraro L., Sept 2012 BizED Magazine, published by the Association to Advance Collegiate Schools of Business (AACSB)

CONFERENCE PRESENTATION

Advancing Career and Education (ACE)

Program presented to National MBA CSC conference to a group of peers

PROFESSIONAL MEMBERSHIPS

- **Academy of Management (AOM)** is the preeminent professional association for management and organization scholars. Our worldwide members are professors and Ph.D. students in business schools at universities, academics in related social science and other fields, and practitioners who value knowledge creation and application.
- **Design Management Institute (DMI)** is an international membership organization that connects design to business, to culture, to customers—and to the changing world. Founded in 1975, DMI brings together educators, researchers, designers, and leaders from every design discipline, every industry, and every corner of the planet to facilitate transformational organizational change and design driven innovation.
- **POD Network:** Professional and Organizational Development Network in Higher Education is devoted to improving teaching and learning in higher education.

BOARD OF TRUSTEES

Cleveland Roots	Cleveland, OH	2018 - present
Addressing Inner City Food Insecurity through Access, Education, and Community Gardens		
Junior Achievement	Cleveland, OH	2013 - 2017
Educating K-12 on Entrepreneurship, Career Readiness, and Finances		
Seed of Literacy	Cleveland, OH	2002 - 2004
Offering Literacy Services preparing for GED		
Beacon Street	Cleveland, OH	1995 - 2000
Performing Arts Ministry		

