

Jessica J. Schimert Consulting



Jessica J. Schimert, M.B.A., M.S.

Organizational Development Consultant and Coach

Jessica is passionate about building engaged cultures, designing exceptional employee experiences, and optimizing talent. Jessica leverages her marketing, people operations, and consulting experiences to build and align people strategy with business strategy to ensure a competitive advantage for her clients. Jessica works with executive and management teams to measure employee engagement, map and design exceptional employee experiences, build high-performing teams, and assess and develop current and future leaders. The goal is to harness the talent within an organization to drive bottom-line results.

Jessica is an accomplished facilitator, trainer, and executive coach and has worked across a variety of industries. She is certified in the *Everything DiSC* suite of products, *Five Behaviors of a Cohesive Team*, *Workplace Big Five*, and a variety of management and leadership training programs through GP Strategies, a global learning and development company.

Jessica also leads an Executive Exchange peer coaching group at the Buffalo Niagara Partnership. This program is a forum for executives to leverage experiences and support one another's careers and growing companies.

Prior to beginning her consulting practice, Jessica served as VP of People at Mongoose - a technology startup headquartered in Orchard Park, NY - where she built and implemented the operating and people processes.

Before joining the Mongoose leadership team, Jessica was an Organizational Development Consultant at Performance Management Partners (PMP), a boutique talent management firm in Buffalo, NY. She has also served as an adjunct faculty member at both the Canisius College Center for Professional Development and Canisius College Women's Business Center. She has taught a variety of communication classes at Canisius College, Damen College, and Hilbert college. Jessica's background experience is in the banking and construction industries; she spent several years at M&T Bank and at her family's construction business.

Jessica serves on the Board of Directors for the Western New York Chapter of the Cystic Fibrosis Foundation (CFF) and is a sustaining member of the Junior League of Buffalo. She also volunteers at her children's elementary school.

Jessica is a proud graduate of the 2012 Leadership Buffalo class and the United Way Board Governance Program for Women. She was awarded the 2015 SBA Woman Business Champion of the Year.

Jessica completed her undergraduate work at St. Bonaventure University and received an Honors B.A. in Journalism/Mass Communication. She completed an M.B.A. from the University at Buffalo with a marketing concentration and an M.S. in Communication and Leadership from Canisius College. Her Master's research is in the fields of executive coaching and health communication. She has published articles in both fields.

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Custom Solutions for Organizations, Teams and Individuals

Following is a sample of training, facilitation, coaching and consulting projects offered to organizations of all sizes and industries. Engagements are tailored to the needs of the organization. A needs assessment will be conducted to best determine the appropriate services for your organization.

Leadership team sessions

- Strategic thinking sessions
- Mission, vision, values creation
- Team development retreats
 - *The Five Behaviors of a Cohesive Team*
 - *Workplace Big Five*
 - *Everything DiSC*
- Talent review and succession planning consulting

Team Sessions

- Team development retreats
 - *The Five Behaviors of a Cohesive Team*
 - *Workplace Big Five*
- Team communication workshops
 - *Everything DiSC*
- Team goal alignment sessions
- Team formation consulting

Employee Engagement and Experience Consulting

- Employee engagement surveys and consulting
- People process consulting

Leadership Development

- *Leading People+*, a GP Strategies training program
- *Everyday Coaching*, a GP Strategies training program
- *Leading in a Hybrid World* training
- Communication skills training and coaching
- Emotional Intelligence training and coaching
- Presentation skills training and coaching
- Executive and high potential coaching