

Robyn Lynne Wheeler
Greater Chicagoland Area
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Education

- PhD The Chicago School of Professional Psychology (2024), Chicago, IL
Major: International Psychology
Concentration: Organizations & Systems
Dissertation: *Supporting familial child sex trafficking survivors in the Philippines: Case Studies*
- MPIA University of Pittsburgh (2006), Pittsburgh, PA
Major: Public and International Affairs
Concentration: Human Security Studies
- BA University of Wisconsin-Madison (1997), Madison, WI
Major: Political Science and International Affairs
Concentration: Global Security Studies

Academic Experience

Purdue University Northwest, Hammond, IN

Visiting Assistant Professor of Managerial Studies, College of Business (2024 -)

Milwaukee School of Engineering, Milwaukee, WI

Guest Lecturer, Intercultural Communications

Roosevelt University, Chicago, IL

Guest Lecturer, Contemporary Topics in Business: Diversity, Equity, and Inclusion

University of Wisconsin, Madison, WI

Guest Lecturer, Global Human Resources, Grainger School of Business

University of Pittsburgh, Pittsburgh, PA

Research project manager and graduate student research assistant at the Ford Institute for Human Security Studies

Publications

- Wheeler, R. L. (2024). *Supporting familial child sex trafficking survivors in the Philippines: A case study approach*. [Dissertation]. Available from Dissertations & Theses @ Chicago School of Professional Psychology; ProQuest One Academic.
- Johnson, W., Jones, L., North, P., Redding-LaRosa, M., Wheeler, R.L., Era, J., Perez, P. H. A., & Cooper, A. (2022, April 11). Youth Social Connection and Preparation for Youth Leadership [Lesson Plan]. Solidarity for Orphans and Widows. Payatas, Philippines.

- Carpenter, C. (2005). Protecting children born of sexual violence and exploitation in conflict zones: Existing practice and knowledge gaps. The University of Pittsburgh Ford Institute for Human Security Studies.
https://www.academia.edu/2189627/Protecting_Children_Born_of_Wartime_Rape_and_Exploitation_in_Conflict_Zones_Existing_Practice_and_Knowledge_Gaps (Research Assistant)

Appointments and Awards

- The Chicago School of Professional Psychology Dean's Scholarship recipient
- Ridgway Graduate Studies Fellowship: awarded for outstanding academic achievement and leadership
- GSPIA International Affairs Award: awarded for outstanding academic achievement

Service to the University

2006 President, The Agora, University of Pittsburgh (Graduate Academic and Professional Association)

Service to the Community

2023 - 2024 Chair Emeritus, Arts & Business Council of Chicago
 2020 - 2022 Board Chair, Arts & Business Council of Chicago
 2019 Vice Board Chair, Arts & Business Council of Chicago
 2018-2022 Volunteer, Posse Foundation Chicago, Career Coach and Academic Writing Coach
 2016 - 2019 Human Resources Committee Chair, Arts & Business Council of Chicago
 2015 – 2019 Board Member, Arts & Business Council of Chicago
 2011-2014 Board Member, Business Center for International Business and Research, The University of Wisconsin-Madison

Teaching Experience

Undergraduate Courses Taught

Introduction to Organizational Behavior (2024-)

This course investigates the impact that individuals, groups, and organizational structure have on behavior within organizations for the purpose of applying such knowledge towards improving an organization's effectiveness. Topics include motivation, leadership, group process, organizational structure, technological innovation, and conflict management. Emphasis is placed on developing management skills and application of organizational behavior theories.

Leadership (2024-)

This course is designed to introduce students to leadership theory and practice. Students will learn theories of leadership, practice methods of evaluating effective leadership, and develop a personal leadership action plan. Emphasis is placed on developing ethical leadership and trust.

Introduction to Business (2024-)

This course provides an introduction to the internal operations and external environment of contemporary business. Consideration is also given to the social economic role of business in our society. The basic business functions and role of management are also discussed.

Professional Organization Membership

Academy of Management

International Management Division

Diversity, Equity, and Inclusion Division

American Psychological Association

Division 52 (International Psychology)

Professional Experience

GLOBAL PEOPLE SOLUTIONS, Greater Chicagoland Area

2023 to Present

Founder/Lead Consultant

- Consulting topics include intercultural, global, and inclusive leadership; change strategy and leadership; facilitator and coach on the Intercultural Development Inventory.

THE LEADER'S EDGE, various

2023 to Present

VP, Research and Workforce Trends

- Developing thought leadership on the latest trends in leadership development, executive coaching, innovations in training, and workforce trends.
- Serving as facilitator and cohort coach for key programs including Executive Leadership Institute for Women and Emerging Leadership programs.

WILLIS TOWERS WATSON, Chicago, IL

September 2013 to December 2022

Inclusion & Diversity Leader, August 2019 – December 2022

Served as a strategic leader for the Greater Chicagoland Market's inclusion and diversity efforts, which was a newly created role in August 2019.

- Implemented annual DEI strategy and action plan for the greater Chicagoland Market, which is a pilot market for the rest of the organization.
- Served as advisor to leadership team, as well as a peer coach, leveraging the Intercultural Development Inventory to incorporate actionable goals.
- Spearheaded the development of Microaggression trainings; led content creation and facilitation of these trainings, as well as train the trainer sessions to adapt for use throughout North America.
- Created an actionable plan for sustainable change management and organizational transformation towards a more inclusive culture.

Senior Director, Client Management, October 2017 – December 2022

Served as a trusted advisor while managing the relationship between Willis Towers Watson and our large market clients.

- Operated as the primary point of contact for select large-market accounts to ensure overall satisfaction and growth of relationships.
- Responsible for the retention and growth of a \$20+ million book of client business.
- Led cross-functional and multidisciplinary teams on the delivery of human capital and risk solutions across global organizations.
- Supported senior client contacts as a coach and strategic advisor as needed.

Director/Senior Director, Talent & Rewards, September 2013 – September 2017 Served as lead consultant on global client projects including organizational design, business transformation, global talent development strategies.

- Led multidisciplinary teams to deliver talent and rewards projects with global clients. Expertise included organizational design and organizational effectiveness, talent strategy refresh or development, identifying program gaps or process improvements, developing practical and actionable recommendations to talent and rewards challenges, and development of detailed change transformation roadmaps, culture change implementation, and change management plans.
- Led talent strategy and program design for global client organizations, including talent acquisition, talent development, leadership strategies, assessments, succession planning, change management, leadership development, and learning and development.
- Navigated organizational design and effectiveness projects with global client organizations to establish solid structures, reporting relationships, process efficiency, and alignment with business strategy.
- Led cross-functional teams in developing change management programs to drive business transformation globally, embed DEI in existing HR strategies and programs, develop talent strategy or organizational design to achieve business results, and ensure sustainable implementation based on an understanding of human behavior.
- Performed extensive work in India, France, the Netherlands, Germany, and the United Kingdom to support clients rolling out global strategies and programs (e.g., training on change leadership, leading organizational design sessions, presenting to executive leadership teams).

BAKER TILLY, Chicago, IL

Talent Management Consulting Lead

Partnered with clients to secure, develop and retain talent by designing and implementing innovative and practical Human Capital solutions, ranging from organizational design/effectiveness.

- Integrated talent management strategy development to program implementation and related change management needs.
- Areas of methodology and thought leadership development included strategic workforce planning, performance management, organizational transformation, process improvement, leadership development, and other HR programs.

KOHLER COMPANY, Kohler, WI

Senior Manager, Organizational Development / Senior Manager, International Mobility & Compensation

Accountable for global talent development at Kohler Co., which included developing a global mindset, change management strategy, oversight of the global mobility function, leadership of employee engagement and driving the organizational effectiveness of Kohler Co's global operating model and implementation of strategic priorities.

- Implemented organizational strategy and programs to upskill employees working across cultures. This included introducing the Intercultural Development Inventory to increase self-awareness and creating development plans to work with different cultures effectively.
- Developed global leadership development strategy to increase the effectiveness of leaders collaborating with a diverse workforce.
- Worked extensively in India, China, France and the United Kingdom leading local teams and rolling out global programs in a culturally relevant way.

JONES LANG LASALLE, Chicago, IL

Associate Director, Global Mobility / Human Resources Transition Team Lead

Associate Director, Global Mobility and Employee Engagement

Member of the Global Human Resources team instrumental in shaping the company's direction with global talent development through international mobility and employee engagement.

- Implemented global human resources programs to support achieving business results locally.

DELOITTE TAX LLP, Chicago, IL

Manager, Global Employee Services (GES)

Managed consulting projects that included design, competitive benchmarking analysis and implementation strategies for international human resources policies. Developed and implemented national employee training programs.

- Completed three-month short-term assignment in Hyderabad, India, to train local colleagues on soft skills consulting.

Prior professional experience (more details available upon request):

- **ORC Worldwide (now Mercer)**, International Compensation Consultant
- **Meridian Leasing Corporation**, Pricing Analyst
- **International Orientation Resources**, Youth Cross-Cultural Trainer