

Oliver Schneidemann

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Professional Profile

Senior executive with over 20 years experience delivering transformative change to institutions in finance, insurance, and media. Proven track-record of successful strategy implementation with direct impact on change agility and return on investment. Demonstrated history of partnering with C-suite and senior leadership teams to capture market opportunities through technology, process excellence, and culture change. Known for building and leading highly motivated teams that deliver superior business outcomes through organization-wide collaboration, commitment, and stakeholder engagement. Strong entrepreneurial skill set with balanced approach to people, processes, and technology focused on problem-solving and execution.

- Strategy Execution
- Enterprise Change Leadership
- Business Agility Transformation
- Innovation Portfolio Governance
- Building and Leading Teams
- Matrix Stakeholder Management

Professional Experience

HISCOX, New York, NY

2018 - present

Vice President of Change

Hired by company leadership to implement company-wide change management to improve outcomes across 6 business units and multiple support teams; significantly advanced organizational, operational, and cultural change to deliver \$2bn revenue target by 2025

- Integrated and motivated team of 30+ change specialists to deliver annual \$14m change agenda spanning product development, digital, and regulatory initiatives; achieved 5-fold project success-rate increase
- Implemented change governance cadence, enabling CEO and business unit leaders to optimize the change portfolio; accomplished closer alignment of strategy and investments by linking portfolio selection to annual budgeting
- Introduced end-to-end change benefits modeling and reporting method; enabled executive team for the first time ever to define realistic, quantifiable forecasts; significantly improved ROI tracking of \$55m portfolio benefits
- Reduced 3rd party service provider dependency and established high-performing team; achieved \$1.25m (30%) expense reduction while delivering change portfolio that had more than doubled in complexity
- Accelerated organizational change process by improving governance metrics and project management; considerably increased delivery confidence through realistic resource management
- Remediated struggling CRM initiative by streamlining project governance to significantly increase business stakeholder participation, ensuring projected \$1.2m premium benefit
- Introduced comprehensive service catalog and delivery model for Underwriting Division, improving small change delivery, simplifying reporting through automation, and ensuring policy wording compliance
- Developed agile change model for \$100m policy administration system, establishing reliable capacity management and change prioritization; model maximizes business adaptability, ensuring fast response to changing strategic priorities

MARSH & MCLENNAN, New York, NY

2011 - 2018

Global Head, Program Management Office & Change Governance

Appointed by COO to transition 6 Program Management Offices (PMO) from financial controls-focus to emphasis on building delivery excellence and improving value capture

- Coordinated executive governance forums to oversee \$260m change portfolio, implemented standards to improve business case quality and deliver 120+ annual projects
- Implemented value capture report for executive leadership, significantly improving accountability for financial and adoption commitments and enabling management of \$48m benefits forecast
- Closed \$20m U.S. portfolio oversight gap by introducing governance forums, leading to improved executive visibility of change pipeline, investment capacity, and benefits forecasts
- Created change framework with readiness assessment and cross-matrix transition guide to drive consistent, scalable change; credited with enhancing change awareness and driving successful adoption of 20+ initiatives

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SATORI CONSULTING, New York, NY

2006 - 2011

Consulting Manager

Client: Goldman, Sachs & Co., Jersey City, NJ

- Drove business continuity program transition from tactical model to strategic focus on risk, enabling resiliency solutions for people and systems and enhancing client readiness and regulatory compliance
- Managed regulatory exam response across 4 divisions, configured cross-functional teams to streamline report delivery to regulatory examiners
- Coordinated integration tests of trade, servicing, and payment flows across 8 teams to mitigate schedule risks and trade failures

Client: The Royal Bank of Scotland Group, ABN AMRO Group, Stamford, CT

- Coordinated M&A integration program forums across 18 work streams, capturing \$114m run rate savings
- Managed headcount clearinghouse to deliver 700 personnel synergies, simplifying the bank and ensuring regulatory compliance

REED BUSINESS INFORMATION (member Reed Elsevier Group plc.), New York, NY

2005 - 2006

Program Director/Director Infrastructure Strategy & Planning

- Developed IT service improvement initiatives, converted service desk to virtual model to absorb 25% volume increase and achieved 42% cost savings by outsourcing anti-spam platform
- Managed \$1.3m workstation refresh, fast-tracked deployment and delivered ahead of schedule

Previous Work Experience

MCKINSEY & COMPANY, New York, NY
Center of Excellence Leader

1998 - 2005

ARTHUR ANDERSEN, Eschborn, Germany
Business Technology Support

1997 - 1998

Education

M.A. Change Leadership/Organizational Psychology *with honors*, Columbia University, New York, NY (2017)

M.B.A. Executive Management *class valedictorian*, Pace University, New York, NY (2010)

B.S. Information Systems Management *summa cum laude*, New York University, New York, NY (2005)

Associations

Associate Lecturer, School of Professional Studies, Columbia University, New York (since 2019)

Adjunct Assistant Professor, School of Professional Studies, New York University, New York (since 2007)

Team Leader, Site Captain, Volunteer, New York Cares, New York (since 1998)