

## ROBERT L. RISHCHYNSKI

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### Career Profile

Pragmatic, multifaceted, executive with distinguished experience leading portfolio, and geospatial business units for high-growth vendor, consulting and local government organizations. Repeated success guiding sizeable, cross-discipline teams in the launch of customer-centric products and services. Excellent communicator and change **Manager / Executive** aligning strategy, project requirements, project deliverables and business outcomes.

### Management Skills & Expertise

Leadership & Organizational Development

Multi-mode Communication

Financial Management

Strategic Business Support

### Education

#### Executive Master of Business Administration

Kellogg School of Business, Northwestern University  
Schulich School of Business, York University  
2007

#### Diploma, Public Administration

University of Western Ontario  
2002

#### Advanced Diploma, Geographic Info Systems

College of Geographic Sciences  
1997

#### Master of Science

University of South Carolina  
1993

### Professional Experience / Career Chronology

2014	<b>Principal</b>	Oz Associates Inc
2011-2013	<b>Account Manager, Municipal</b>	Esri Canada Ltd
2008-2011	<b>Manager, IT Portfolio &amp; Investment</b>	City of Toronto, I&T Division
2006-2008	<b>Manager, Governance &amp; Project Coordination</b>	City of Toronto, I&T Division
2000-2006	<b>Manager, Geospatial Data Management</b>	City of Toronto, I&T Division
1998-2000	<b>Manager, Geographic Databases</b>	Compusearch Micromarketing Data & Systems
1997-1998	<b>Training &amp; Support Coordinator</b>	contracted to OMNR for NRVIS
1994-1996	<b>Consultant</b>	Keir Consultants, Ltd

### Career Highlights

Esri Canada Sales Achievement Award, Software & Professional Services 2013  
President, URISA - Ontario Chapter 2012-13  
Esri University, Sales Track 2012  
MISA Ontario - Excellence in Municipal Services - Internal Services 2011  
City of Toronto Executive Development Program 2010-2011  
City of Toronto, I&T Division, Senior Management Team 2006-2008  
GIAC Asset Management Working Group 2005  
GeoConnections Policy Node, Board Member 2002-2005  
CSA-ISO Technical Committee 211, Board Member 2002-2005

## **Notable Career Achievements**

### **Strategic Business Support**

Responsible for account management of 45 municipal organizations with annual sales of \$1.5M. Annual recurring revenue of \$5M.

Single-point-of-contact for over 200 internal clients. Responsible for complete and correct submission of 200 business cases to IT portfolio.

Conduct quarterly health check for over 100 ongoing IT projects. Summarize findings and create written and oral presentation to A, B, and C-level executives at Business Advisory Panel and Enterprise Architecture Review Panel.

Produced the premiere edition of the Information & Technology Division Annual Report in 2011.

### **Leadership & Organizational Development**

Managed 25 direct reports (union, exempt, contracted) through annual performance review, daily and monthly progress reporting, organizational redesign, disciplinary activities.

Recruited approximately 45 individuals into broader organizations - composed 20 job descriptions, created 10 job postings, evaluate hundreds of resumes, conduct dozens of interviews, on-board successful candidates.

Encouraged staff career growth through promotion and transfer of staff (10+) into broader organization, in management and professional roles. Continue to serve as personal and professional reference for former staff.

Achieved above average 360-degree review by staff, peers and supervisors. Achieved maximum performance management awards (COLA+) and bonus for merit annually.

### **Organizational Performance Management**

Developed annual work plan with annual operating budget of \$1M, and average annual capital expenditure of \$100-\$500k per year. Conducted business under organizations procurement and financial reporting policies and procedures.

Quarterly portfolio health check identified approximately \$500k in "stalled" projects, with funds re-allocated to unfunded enterprise initiatives.

IT Portfolio Management process approved, tracked and reported on 200 enterprise and divisional projects, worth \$500MM over ten-years.

Gathered, edited and reported 3 public and 12 internal IT performance benchmarks as part of Toronto's submission to Ontario Municipal Benchmarking Initiative (OMBI).

### **Communication Capabilities**

Ability to present complex material to monthly committee meetings (25+ attendees), quarterly all-staff meetings (50-100 attendees), bi-annual subject matter workshops (100-200 attendees) and annual plenary meetings (400+ attendees).

Conduct over 150 scheduled meetings annually to demonstrate product and recommend appropriate software, professional services and/or training solutions.

Graduate of sales training courses on story-telling and "misuse" of presentation technology, with goal to enhance audience's message retention.

Accomplished in design and use of statistics, analytics, cartographics, and infographics to convey information in interesting and memorable ways.

### Invited Presenter and Author

At numerous IT Governance, Organizational Design, Geospatial Information & Technology Conferences/Seminars

Rishchynski, R. (2011). *Delegation of Authority and Managerial Discretion*. Personal Learning Project - City of Toronto Executive Development Program.

Rishchynski, R. (2007). *Change Action Plan: Geospatial Information & Technology at the City of Toronto*. Leadership of Organizational Change: EMBA 6300. Kellogg-Schulich Executive MBA.

Rishchynski, R. (2005). Accountability as a New Approach to Information Technology Governance. *Municipal World*. December.

Rishchynski, R. (2005). *Accountability and Organizational Design: The Business Case for Geospatial Information Technology Governance at the City of Toronto*. DPA Research Paper. Local Government Program. University of Western Ontario

Rishchynski, R. and D. Lymer. (2003). Infrastructure Database Enhancement. *URISA Ontario Chapter Newsletter*. Spring.