

CV: Kim Schneider Malek *(DU/DCB MBA '90)*



120 South Grape Street
Denver, CO 80246 USA
(303) 915-0242
kim@advancingfamilyenterprise.com

Professional/Academic Biographical Highlights

Kim Schneider Malek has sustained two convergent areas of professional focus: family enterprise consulting (1997 to present) and professional and higher education (1985 to present).

In the field of family enterprise, Kim is a second-generation consultant, hybrid and experiential learning facilitator, content creator and educator, and international program developer. A Family Firm Fellow (2006), Family Business Review Research Applied board member (2015 to 2022), and recipient of the FFFI Barbara Hollander award for interdisciplinary leadership and contribution to the expanding global field of family enterprise education (2014), Kim's professional and employment experiences include founding Family Enterprise Alliance, LLC, in 2009 and creating infrastructure and content for several family business education centers, including the Center for Advancing Family Enterprise (formerly the Rocky Mountain Family Business Council) where she is founding director. Kim's enterprise education experience includes consulting to enterprising families, family business owners and managers, next generation, governing boards, family offices, family councils, professional associations, advisory groups, family enterprise centers, universities, and students in over 50 countries. Kim was the co-founding editor of the Practitioner, an FFI online publication integrating family business and enterprising family research, theory, and practical application insights.

In education, Kim initially spent 12-years involved in technology-based training and distance learning start-ups, leveraging traditional education platforms, and integrating innovation through unique design, delivery, and learner-experience approaches evolving at the time. Functioning as the Corporate University and Student Services Director at Mind Extension University (a pioneering virtual university education consortium delivering courses and degree programs from institutions such as Penn State, Colorado State University, University of Maryland, etc.) and start-up consultant to Jones International University (a pioneering virtual university developing synchronous and asynchronous NCA-accredited courses and degree programs, including delivering the first accredited "cyber" MBA), Kim served as an architect of opportunity for all involved, ranging from affiliated universities, corporate implementers, students, governing bodies, and investors.

Blending both convergent areas of expertise and profession, Kim has been actively involved in several family enterprise education (degree-related, certificate program, and professional development) startup initiatives, including the Family Firm Institute's Global Education Network (as a member of the Body of Knowledge committee, a program developer, and a certificate faculty member, and mentor) and the Bailey Center for Family Enterprise at University of Denver Daniels College of Business as a consultant, adjunct faculty, advisory board member, and director.

BACKGROUND AND DETAILS

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Professional Competencies, Skills, and Interests

1. Family enterprise context (partial listing):
 - a. 25-years exclusive dedication to working with owners, enterprising families, boards, management teams, advisors, family councils, family office executives, next generation, non-family executives, family business centers, universities and students in over 50 countries (including Canada, Mexico, Belize, Dominican Republic, Brazil, Columbia, England, Belgium, Spain, Germany, Poland, China, Thailand, Nepal, Israel, Lebanon, South Africa, and Nigeria)
 - b. Interdisciplinary collaboration (management science, behavioral science, law, finance, research, education, etc.)
 - c. Building 21st century learning organizations for enterprising families, family businesses, associations, institutions, and universities
 - d. Action research methodology and integrating enterprising families into a research experience
 - e. Family: Family systems relative to family business; enterprising family culture; values clarification relative to family enterprise; interpersonal communication among related members sharing an economy; communication, conflict management, and interpersonal group and family dynamics
 - f. Ownership: Owners' councils; owners plans; ownership rights, roles, and responsibilities; developing the next generation of shareholders and active owners
 - g. Business Management for family business, family office and governance structures: strategic planning; succession planning; next generation leadership; transformative cultures in family enterprise
 - h. Wealth generation: Balancing two currencies in enterprising families (financial and socioemotional wealth; understanding the language of wealth relative to the emotional context (ownership, control, legacy mean something entirely different in each context)

- i. Governance: Developing and sustaining family enterprise boards; onboarding non-family executives and independent directors; family council formation; developing a learning organization inside of all governing structures
2. Education context:
 - a. 35-years immersed in the field
 - b. Program and curriculum design, development, and delivery
 - c. Learning management systems; technology-based program
 - d. Corporate/family university programming
 - e. Experiential learning via site visits and cultural immersion
 - f. Research – translating scholarly research into applied practice Research: Integrating scholarly family enterprise research into applied practices; translating research for field influencers (donors); integrating Action Research Methodology in to practices for advancing family enterprise
 - g. Education: Interdisciplinary advisors’ training; collaborative program design; interdisciplinary thought leadership; experiential learning programs

Professional Experience <i>(family enterprise; distance learning/technology-based instruction)</i>

1. **Family Enterprise Alliance, LLC**; Founder/President (2009 to present; a global consulting, facilitation, and education firm)
2. **Schneider Consulting Group, Inc.**; Vice President (1997 to 2009; a second-generation consulting firm founded in 1987 by CPA, Frank S. Schneider, DU-MBA ‘60)
3. **Global Education Network, Family Firm Institute**; Program Advisor and Faculty Member (2006 to 2017; a certificate program for training advisors in family enterprise context and on interdisciplinary practice)
4. **University of Denver Daniels College of Business**; Adjunct Faculty and Mentor (2001 to 2017; 2020 to 2022; course cross-listed in Accounting, Finance, and Management; student mentor (Gilbert Devlyn in 2011, independent study with concentrated studies in family business management))
5. **Bailey Program for Family Enterprise**; Faculty, Advisory Board Member, and Consultant (2020-2022)
6. **Center for Advancing Family Enterprise (formerly Rocky Mountain Family Business Council)**; Executive Director (1997 to 2018; restarted 7/2022) a collaborative learning and peer exchange environment for family enterprises
7. **Mind Extension University (MEU)/Jones Knowledge Group’s Jones International University (JIU)**; Director of Education Services and Support and Director of Corporate University Relations (1989 to 1997; JIU received accreditation as an internet university from the North Central Association of Colleges and Schools (NCA) and was recognized as the first “cyber university” and authorized to award the degree of Master of Business Administration)
8. **Digital Techniques, Inc.**; Market Development (1985 to 1988; interactive, touchscreen video learning)

Professional Affiliations

1. Family Firm Institute (1997 to present; developing interdisciplinary advisors and research; 1,800 members in 80 countries)
2. Family Business Collaboration (2020)
3. Strategic Management Society (2020, practice member; family firm extension group)
4. International Family Enterprise Research Academy (IFERA) (2020; applied research focus)
5. International Council for Small Business (2020; family business focus)
6. United Nations/Family Business Sustainability Network Pledge (2020)
7. Emergenetics International Associate (2009 to present)
8. Collaboration for Family Flourishing (2008 to present, peer learning group)
9. Purposeful Planning Institute (2014, member)
10. Psychosocial Dynamics of Family Business (1998 to 2014; peer learning exchange)
11. Family Enterprise Advanced Practitioners' Interdisciplinary Study Group (1997-2006)
12. MSI International for Attorneys and Accountants (2003 to 2006)
13. Turnaround Management Association, Colorado Chapter, co-founding board member (2003 to 2007)

Teaching and Educational Program Development Experience

1. Academic Teaching
 - a. University of Denver Daniels College of Business (adjunct professor; MBA, Executive MBA, MAC; undergraduate) (2001 – 2016; 2020); courses include:
 - i. High Performance Management (8.0 credit hours)
 - ii. Managing the Family Business (4.0 credit hours) (cross-listed in Accounting/4710, Finance/4700, and Management/4700) (designed curriculum, developed content, and taught course)
 - iii. Business and Leadership Communication (Accounting; 2.0 hours)
2. Certificate and Professional Development Teaching
 - a. Family Firm Institute
 - i. Body of Knowledge committee (2003-2007)
 - ii. Launching Pad Certificate Program (2007 to 2011)
 - iii. Global Education Network (virtual, synchronous) Certificate Program (2011 to 2017)
 - iv. Family Firm Institute Certificate Seeking Student Mentoring (2003 to present)
 - v. Global Volunteers (teaching English in Yogyakarta, Indonesia, 1997)
3. Mind Extension University: A virtual asynchronous and synchronous learning opportunities accessible by all, including those with access complexities; involved in strategic planning, financial modeling, enrollment strategies, designing student learning experiences, registration and enrollment, engagement, and stakeholder education
4. Business Enterprise Institute (BEI) for exit planning; designed program and recorded courses for global advisory access (2006+)

5. MSI International for Attorneys and Accountants: Designed and delivered advisor insight program and curriculum (2003 to 2006)
6. Corporate university advising: assisted corporate universities with strategic planning, curriculum design, learning management platforms (1990 to present)

Education Credentials and Certificate Programs

1. Academic Studies
 - a. Master of Business Administration (MBA): University of Denver Daniels College of Business (1988 to 1990); President, Graduate Business Student Association; member of Dean's Search Committee; member of inaugural Daniels development program; President, Society for Human Resource Management, student chapter
 - b. Bachelor of Science (BS): Communication, Boston University College of Communication (1983 to 1985); President, Public Relations Student Association
 - c. Semester abroad: Tel Aviv University (1983)
 - d. Drake University (1981 to 1983)
2. Certificates
 - a. Family Firm Institute: Family Business Advising certificate and Family Wealth Advising certificate
 - b. Denver Family Institute (formerly Family Therapy Training Center of Colorado, affiliated with University of Denver at the time) two-year graduate specialty program (without clinical supervision)
 - c. Immersive learning (FFI Research Education conference; Harvard Negotiation Project Difficult Conversations; various programs regarding teaching online; IMC Management Consulting Initiative)

Honors, Awards, and Achievements

1. Family Firm Institute's Barbara Hollander award for interdisciplinary leadership and contribution to the expanding global field of family enterprise education (2014)
2. Family Firm Institute Fellows Program (2006)
3. Charlotte Tucker Young Leadership Award for Community Leadership (Jewish Federation of Colorado)
4. National Young Leadership Cabinet (Jewish Federations of North America)
5. 40 Under 40 (Denver Business Journal, 2000)
6. Leadership Denver (Denver Chamber of Commerce, 2000)
7. Influence Denver Executive Leadership Program (1997)

Conferences, Speaking, and Talks (partial listing)

1. Family Office Xchange (FOX) (US; 2017, 2019) Topics: *Building Learning Organizations in Family Offices and Cultivating a Culture of Inquiry in Family Offices*
2. Family Enterprise Exchange (Canada; 2020) (Practitioners' Certificate Course Topic: *Managing Uncertainty in Family Systems During Covid*)
3. Family Firm institute Global Annual Conference (Belgium, Boston, Toronto, Miami)
4. Madras Management Association (India; 2019) and Great Lakes Institute of Management (*Growing Family Businesses in India and Shift in Mindset in India's Family-Owned Enterprises*; 2019)
5. Institute for Family Business UK (Three-day presenter; keynote, plenary, breakouts on multigenerational innovation, creativity, and entrepreneurship in United Kingdom family businesses; 2015)
6. University of Hawaii Shidler Family Business Center (*Family Enterprise Employment Policies*, 2015)
7. MSI International Accountants and Lawyers (professional credit program on family business systems; 2003 to 2006)
8. Business Enterprise Institute (designed and delivered a certificate course on family business, 2006 +)
9. World Denver (*Global Family Enterprise Trends*, 2016)

Scholarly Activities and Thought Leadership through Research Applied

1. Family Business Review (FBR) Research Applied Board (Sage publication) member (2015 to present). FBR is a refereed journal published quarterly since 1988, is a scholarly publication devoted exclusively to exploration of the dynamics of family-controlled enterprise, including firms ranging in size from the very large to the relatively small. This journal is a member of the Committee on Publication Ethics (COPE). Precipitous authored include:
 - i. "CEO Personality: A Different Perspective on the Nonfamily Versus Family CEO Debate," (Authors: Ruveyda Kelleci, Frank Lambrechts, Wim Voordeckers, and Jolien Huybrechts) (2/2019)
 - ii. "More Than Meets the Eye: A Review and Future Directions for the Social Psychology of Socioemotional Wealth" (Authors: David S. Jiang, Franz W. Kellermanns, Timothy P. Munyon, and M. Lane Morris) (2/2018)
 - iii. "Does Family Involvement in Management Reduce the Risk of Business Failure? The Moderating Role of Entrepreneurial Orientation" (Authors: Antonio J. Revilla¹, Ana Perez-Luno², and Maria Jesus Nieto) (12/2016)
 - iv. "Family Governance at Work: Organizing for New Product Development in Family SMEs" (Authors: Alfredo De Massis, Josip Kotlar, Federico Frattini, James J. Chrisman, and Mattias Nordqvist) (6/2016)

- v. "Relational Competence-Based Knowledge Transfer Within Intrafamily Succession: An Experimental Study" ((Authors: Isabella R. Hatak and Dietmar Roesl) (4/2015)
2. The Family Firm Institute Global Practitioner founding co-editor (an online publication of applied research and practice; 2005-2008)
3. Denver Business Journal; monthly contributor (2003 to 2010)
4. Immersive action research methodology (integrated into each client engagement)

Governance

1. Collaboration for Family Flourishing (governing board; strategic planning committee chair; Gathering Planning Committee)
2. Turnaround Management Association (Co-founding board member)
3. Denver Jewish Day School (board member; Board Development Committee Chair)
4. Kavod Denver, Low Income Senior Housing (President; Life Member)
5. Jewish Community Philanthropies Foundation board
6. Jewish Community Relations Committee (Jewish Colorado)

Community Service and Fund-Raising Development

1. Denver East Forensics Team judge for speech and debate judge (2019 to present)
2. A Dinner of Unconditional Love Denver fund raiser for Dr. Rick Hodes in Ethiopia; featuring Akewak Behailu Wondimu (\$500,000; 2011)
(<https://www.bing.com/videos/search?q=a+dinner+of+unconditional+love&docid=608005058285143928&mid=B1EE51070835AD2A02EFB1EE51070835AD2A02EF&view=detail&FORM=VIRE>)
3. Akewak Tuition Fund; responsible for partnering with Akewak (Kim's medical foster son) to raise \$120,000 for tuition (CU Boulder, Aurora Community College, Metropolitan State University of Denver; expected graduation in 6/2021 with biochemistry degree)
4. Kavod (low-income senior housing), past Board Chair; life member
5. Choices Luncheon for Jewish Federation of Colorado (co-chair; 1,100 women philanthropists; major donor relations)
6. Temple Emanuel Annual Fund Raiser co-chair and fund raiser (\$60,000 in six minutes at pre-concert paddle raise)
7. Manual High School Mentors through Friends of Manual (reading, tutoring, guiding, caring)
8. National Young Leadership Cabinet (six-year program via Jewish Federation of North America)