

# SPEAKER BIO

Tom Schin is a **high**-energy keynote speaker, facilitator, and organizational culture consultant with over two decades of hands-on leadership across human resources, talent acquisition, instructional design, and executive coaching. As the founder of Build Better Culture, Tom helps organizations eliminate toxic workplace dynamics, elevate employee engagement, and cultivate leaders who drive accountability without sacrificing trust or team morale.

Combining deep HR expertise with a dynamic, highly interactive delivery style, Tom strips away empty corporate buzzwords in favor of practical frameworks attendees can implement immediately. Whether delivering regional keynotes, interactive workshops, or executive sessions, his approach bridges the gap between organizational strategy and human behavior.

## INDUSTRIES SERVED

- National, State & Regional HR Conferences
- Corporate, Professional Service, Non-Profit & Financial & Technical Services organizations
- Higher Education & Professional Associations

## VOLUNTEER LEADERSHIP & INDUSTRY SERVICE

Communications Director, SHRM New York State (*State Council*)

Past President & Board Member, Capital Region Human Resource Association (CRHRA - local SHRM affiliate)

Host, *This Meeting Should Have Been a Podcast*

## EDUCATION & PROFESSIONAL FOUNDATION

M.S. in Education Theory and Practice  
(Curriculum Design & Instructional Technology)  
University at Albany

CultureTalk Certified Partner: Expert in driving cultural awareness and narrative alignment across organizations.

Academic Publishing Background and 20+ years of HR/Recruiting Services providing foundational experience with structured educational frameworks and practical business application.



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Learn more at:

<https://buildbetterculture.com/speaking>