

KERRY SCHRADER, M.B.A.

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TECH-DRIVEN HR TRANSFORMATION LEADER

"In the nexus of technology and human resources, Kerry Schrader stands distinctively, blending decades of HR acumen with the innovative spirit of a tech CEO."

My journey from an astute HR professional to launching a tech venture has positioned me uniquely at the intersection of people strategy and digital transformation. Lauded by industry stalwarts like Forbes, Google, and Essence Magazine, I am a leader and a trailblazer, defining new frontiers in a realm of relentless competition. As I look toward the future, my synthesis of business strategy, talent optimization, negotiations, and strategic foresight promises to be a game-changer for ambitious enterprises.

EXECUTIVE HIGHLIGHTS:

- Esteemed as the 37th Black female to raise over \$1M in pre-seed funding in tech, setting a benchmark for women entrepreneurs in a domain historically dominated by others.
- Honored among Inc's 100 Female Founders of 2022, Essence Magazine's 8 Women in Tech to Watch, and Forbes Next 1000 Awardee, underscoring her meteoric rise and impact in the tech industry.
- Led Mixtroz as the CEO, showcasing adeptness in business and product development, investor relations, and marketing.
- Proven capability in utilizing a diverse skillset, ranging from performance management, compensation, safety, multi-site management, negotiation, and coaching, to strategic planning, ensuring holistic growth for organizations.

SIGNATURE STRENGTHS

Strategic Decision-Making	Stakeholder Engagement
Organizational Development	Talent Acquisition & Management
Innovative Problem-Solving	Business Growth & Expansion
Employee Relations Expertise	Union/Non-Union/Union Avoidance
Financial Oversight & Budgeting	Cross-Functional Team Leadership
Tech Integration & Digital Strategy	Effective Communication & Public Speaking
Risk Management & Assessment	Corporate Culture Shaping
Merger, Acquisitions & Due Diligence Proficiency	

EXECUTIVE EXPERIENCE

MIXTROZ, Birmingham, AL | <https://www.mixtroz.com/> 2014 – 2024
Innovative software and service company offering peer-to-peer engagement using real-time data to facilitate meaningful connection.

CEO | CO-FOUNDER

Spearheaded the holistic business and operational strategy for Mixtroz, a cutting-edge networking software and service corporation. Commanded the helm in finance, investor relations, compliance, and legal affairs, ensuring a trajectory of growth aligned with industry standards and best practices.

EXECUTIVE LEADERSHIP & OPERATIONAL STRATEGY:

- Orchestrated an ambitious journey, raising \$2.3M+ in pre-seed funding, distinguishing myself as the 37th black female achiever globally, and securing a coveted spot in CNN's Million Dollar Club.

- Solidified strategic alliances with industry titans like Google, Amazon, and Salesforce, ensuring Mixtroz's robust positioning in a competitive market.
- Facilitated a partnership with Cvent, adding Mixtroz into their app ecosystem, demonstrating the potency of strategic leadership in tech integrations.
- Highlighted by Forbes Magazine as a "Rising Startup to Watch," a testament to a blend of visionary leadership and operational excellence.
- Navigated complex investment terrains, securing a \$100K investment from the Revolution Fund following a compelling pitch to AOL Co-founder Steve Case.
- Elevated Mixtroz's brand narrative, gaining recognition as a Google Start Up Story, emphasizing a balanced approach between tech innovation and human-centric solutions.
- Crafted visionary strategies, prioritizing investor relations, business growth, and talent optimization, laying a roadmap for Mixtroz's future.
- Ensured Mixtroz's adherence to compliance and legal standards while pushing the envelope in tech innovation and market expansion.
- Stewarded financial resources, aligning fiscal decisions with long-term business objectives and talent aspirations.
- Synthesized cross-functional inputs, propelling Mixtroz forward amidst evolving industry challenges, issues arising from a global pandemic and leveraging opportunities for distinction.

NORANDA ALUMINUM, Franklin, TN

2009–2013

A globally integrated aluminum corporation boasting sales surpassing \$1.3 billion successfully undertook its IPO in May 2010.

CORPORATE HUMAN RESOURCES DIRECTOR

Directed transformative company initiatives encompassing the seamless integration of two significant acquisitions in Gramercy, LA, and St. Ann, Jamaica. Held a crucial role in the due diligence team, curating fundamental HR processes, significantly curtailing compliance discrepancies by 53%. Ingeniously revamped the corporate relocation mechanism to strike an equilibrium between the company's fiscal liabilities in the evolving real estate landscape and the necessities of employees on the move, accruing a significant savings of \$750k within the first year, complemented by a high employee satisfaction metric of 92%.

- Pioneered a comprehensive performance management framework, tethering individual KPIs to overarching company objectives, culminating in an impressive 98% adoption rate during its inaugural year.
- Architected a meticulous 5-day training module for supervisors, ensuring streamlined operations and fortified leadership.
- Chaired a pivotal communication campaign in the Jamaican base, augmenting employee cognizance about the National Healthcare Fund's eligibility, leading to a sharp 28% reduction in company-sponsored health insurance expenditure.
- Played a pivotal role in negotiating two labor union contracts in Jamaica, fortifying the company's position in labor relations.
- Orchestrated a Reduction-In-Force (RIF) strategy, translating to a consistent \$5M boost to the bottom line.
- Curated and presided over the company's inaugural Top 100 Leadership Confluence, gathering the best minds to steer Noranda's future direction.
- Amplified the company's commitment to societal betterment, heading a company-wide community participation initiative that witnessed a 350% surge in contributions during its debut year.
- As the HR beacon for business unit HR Directors, maintained active oversight of three pivotal roles: Communications Director, Corporate Recruiter, and Senior HR Admin.

ALCOA, INC., Pittsburgh, PA | <https://www.alcoa.com/>

2009–2013

A global frontrunner in producing primary & fabricated aluminum and alumina, recording sales surging past \$30 billion.

HUMAN RESOURCE MANAGER, DAVENPORT WORKS AND SATELLITES

2008-2009

Steered the HR vision for a central manufacturing hub, churning out revenues exceeding \$100M, with an entrusted stewardship of a \$6M departmental budget. Ensured superior HR delivery to an expansive workforce comprising 1800+ USW and IBEW bargaining employees and 370 salaried individuals, exempt and non-exempt.

GLOBAL PROCESS LEADER, HR TRANSFORMATION**2006-2007**

Co-lead a global HR transformation endeavors, including the installation of value-added COE HR service teams, throughout a multicultural coalition from continents like Australia, South America, Asia, and Europe.

DIVISIONAL HR BUSINESS PARTNER**2005-2006****SEARS HOLDING, INC.**, Hoffman Estates, IL**2004-2005**

Emerging as the nation's fourth most formidable broad-line retailer, boasting over \$50 billion in yearly sales.

REGIONAL HUMAN RESOURCE MANAGER, PRODUCT REPAIR SERVICES

Steered the comprehensive HR blueprint, encompassing every facet of HR management, meticulously pivoting the strategic alignment of the field HR assembly across a region that housed an impressive 2000+ associates scattered across 19 multi-state facilities.

OSRAM SYLVANIA, Versailles, KY | <https://www.osram.us/>**2003-2004**

Illuminating the globe as one of the two paramount lighting manufacturers, shining bright with over \$651 million in annual revenues.

HUMAN RESOURCE MANAGER

Drove a proactive HR agenda, emphasizing cultivating an environment of constructive communication, collaboration, and mutual respect. Lead a union (IBEW) avoidance campaign, capturing a decisive 63% 'no' vote.

FORD MOTOR CO., Lorain & Avon Lake, Ohio | <https://www.ford.com/>**1992-2002**

Steering innovation on a global scale, Ford champions the automotive industry, driving its presence in 200 markets spanning six continents with a groundbreaking \$143 billion in annual vehicular sales.

HUMAN RESOURCE BUSINESS PARTNER**1998-2002****SAFETY ENGINEER****1994-1997****LABOR RELATIONS REPRESENTATIVE****1992-1994****EDUCATION**

KENT STATE UNIVERSITY, Kent, OH | BBA – Marketing and Management

KENT STATE UNIVERSITY, Kent, OH | MBA –International Business

CERTIFICATIONS

Senior Professional of Human Resources (SPHR.) – *Issued: 2005 Expired: 2012* | Certified Trainer, Development Dimensions International (DDI) | Labor Law Training Certificate, Jamaica Employers' Federation

BOARD & MEMBERSHIP EXPERIENCE

BBJ Leadership Trust | Birmingham Small Business Council | Church Street Lenders Investments | Creative Startups | Delta Sigma Theta Sorority | Forge Breast Cancer Survivor Center | Girls Incorporated & YWCA | Middle TN Society of Human Resources Management | Nashville Technology Council | O'Neal Comprehensive Cancer Center

SPEAKING ENGAGEMENTS

Contracted for engagements for notable brands like Google, Kauffman Foundation, Georgia Tech, and Junior League.

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