



STEPHANIE M. SCHMID

PCC • BCC • CEC • PMP • SPHR

EXECUTIVE COACH • STRATEGIC HR ADVISOR • BOARD ADVISOR



CREDENTIALS

Degrees:

- **MA**, Project Management – George Washington University
- **MHRM** – University of Utah
- **BS**, Business/HR – Brigham Young University

Professional Certifications:

- **PMP** – Project Management Professional
- **SPHR** – Senior Professional in Human Resources
- **PCC** – ICF Professional Certified Coach
- **BCC** – Board Certified Coach
- **CEC** – Certified Executive Coach
- Certified Smart Growth Advisor
- Prosci Change Practitioner
- Boardwise-Certified for Board Director Roles

EXPERIENCE

- **30+ yrs** HR, People Strategy & Talent Leadership
- Director, Talent Development – eBay
- Director, Global People Operations – eBay
- Senior Director, Program Management – Vivint Smart Home
- Director, Implementation Delivery – ADP
- Founder & Executive Coach – Stephanie Schmid Coaching

Clarity comes through movement.

Leaders bring Stephanie in when growth has outpaced their systems, when a new role has arrived without the support to lead it, or when a team needs a strengthened culture allowing it to support where the business is headed.

Stephanie Schmid is a strategic HR executive, board advisor, and executive coach with over 30 years of experience building people strategy inside complex, fast-moving organizations. At eBay, she led the global coaching and team development across more than 36 teams and 500 senior leaders, and she previously built the company's People PMO, managing a \$75 million budget. Earlier in her career she led program management at Vivint Smart Home and implementation delivery at ADP.

She founded Stephanie Schmid Coaching to bring that same discipline to individual leaders. Her Power Walk™ Method combines movement and reflection to help clients think through what's actually in front of them, and her Step Up 120™ program helps leaders moving into new roles lead with clarity and authority from day one.

Stephanie holds a Master of Arts in Project Management from George Washington University, a Master of Human Resource Management from the University of Utah, and a Bachelor of Science in Business from Brigham Young University. She's a Professional Certified Coach through the International Coaching Federation, a Board Certified Coach, and holds her PMP and SPHR. She completed board director certification through Boardwise and serves as an advisor to Astia.org, supporting talent, culture, and women in leadership.

BOARD & ADVISORY SERVICE

- Advisor, Astia.org
- Senior Advisor, DHCB.io
- Former Board Member: PMI Northern Utah, ACMP Utah, Distinguished Young Women of Utah
- Co-Leader, Days for Girls Utah Chapter

PUBLICATIONS & BOOKS

- **Take That Step** — available on Amazon; a compilation of the five-volume Inspirational Thoughts series.
- Inspirational Thoughts, Vols. 1–5 — free ebook series at stephanieschmid.com/ebooks.

RECOGNITION & AFFILIATIONS

- 2025 Top 50 Global L&D Professionals – OnCon
- 2023 eBay Luminary Award
- Member: ICF, SHRM, PMI, ACMP

CAREER HIGHLIGHTS

eBay: Director, Talent Development & Global People Operations | Vivint Smart Home: Senior Director, Program Management | ADP: Director, Implementation Delivery | Stephanie Schmid Coaching: Founder & Executive Coach

LEAD WITH CONFIDENCE, CLARITY & PURPOSE

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