

# CHRISTOPHER HABETLER

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## CHIEF CULTURE OFFICER | HEAD OF COMMUNITY

*Advancing community engagement and facilitating transformation of organizations.*

Proven Transformational Leader who enables change across people, systems, processes, and organizational culture; facilitates development of leadership teams and employees and assesses organizational health. Deploys customized solutions, aligned with strategic direction of companies by partnering closely with Executive Teams to navigate complex business challenges. Leverages data driven tools to define mission, vision, and strategy, critical to advancing growth and future evolution of organizations culturally. Leads through adversity, defines, and executes innovative business models, and builds high-performance and multifaceted teams to deliver favorable outcomes.

- ⇒ **Community Development & Engagement**
- ⇒ **Vision Creation & Strategic Execution**
- ⇒ **Change Management & Transformation**
- ⇒ **Relationship Development**
- ⇒ **Data Analysis & Data Tools**
- ⇒ **Customer & User Experience**

### NOTABLE CAREER HIGHLIGHTS & IMPACT

- **Drove transformation of 100+ schools, charter management organizations**, and districts, earning success and satisfaction rate of 98%; defined and assessed culture, champion leaders' mindsets, expectations, systems, and practices to facilitate meaningful change within organizations.
- **Transformed struggling Title 1 school into National Charter School of the Year in 2007** and ranked first in state, measured by sustained results on national standardized test results.
- **Increased quality of organizational culture by 40%** by creating comprehensive quantifiable metric to evaluate cultural health of organization.

### PROFESSIONAL EXPERIENCE

#### LIFT Consulting Group | Habetler Consulting, Inc. | Brooklyn, NY

2010–Present

*Private management consulting firms, focused on cultural transformation and leadership development.*

#### Founder, CEO, & Principal Consultant

Partner with high-potential organizations to improve effectiveness, user experience, and retention through leadership development and building performance-based, metrics-driven cultures. Identify opportunities for improvement across systems, processes, and people and provide strategies and tools to evolve, mature, and transform organizations.

- Assessed existing systems and leadership strengths within companies; provided strategic insight to foster trusted connections between staff and Senior Leadership.
- Doubled organizational health of 3 mid-size organizations (measured by McKinsey's Organizational Health Index) by identifying inefficiencies, leveraging key data assessment tools, and building management and development practices.
- Developed and implemented proprietary assessment and support tool in 40+ organizations to increase cultural health by 2X as measured by data focused on retention, user experience, and observation.
- Recognized as thought leader within school transformation space, speaking annually at conferences, training, and providing publications on topics.

#### Brooklyn Laboratory Charter School | Brooklyn, NY

2021–2022

*Independent charter school network with 3 campuses and remote school; 125 employees and 1K students.*

#### Interim Superintendent & Chief Culture Officer

Retained for 1-year assignment to navigate school through acquisition process and set vision, overseeing all multi-site operations. Implemented structure and fostered metrics-driven culture, creating buy-in from leadership team to deliver operational efficiency improvement, management stability, and cultural development.

- Executed turnaround of 3 schools and remote individualized study program by rebuilding organizational culture and repairing trust internally; revamped systems, practices, and policies.

- Recruited and retained 6 school leaders to fill key organizational positions; attained highest year-over-year retention rate (93%) in organization's history while increasing student/family satisfaction by 96%.
- Developed highly effective remote educational program in response to Covid and transitioned from in-person to online learning; built fully remote school serving 400+ students using global educators.
- Managed simultaneous full-year audits by New York State Education Department, resulting in reauthorization of 2 charters.

## Collegiate Academies I New Orleans, LA

2016–2021

*Independent charter network supporting 6 high schools in New Orleans and Baton Rouge.*

### Chief Culture Officer

Recruited to lead turnaround of struggling school, managing staff of 20. Set vision and supported implementation of organizational culture across adults, students, and community relations. Provided strategic leadership and advisory to principals; delivered coaching and mentorship to leaders within schools and served on organization's steering committee.

- Drove creation of innovative and novel organizational practices; assumed thought leadership role and shared model via approximately 100 site visits per year.
- Developed direct reports to advance 3X above organizational average with 14/20 attaining leadership positions within 2 years.
- Reduced suspension rate by 4X across 6 schools and 3K students while increasing student and family satisfaction; maintained highest teacher retention rates in New Orleans through deployment of systems and professional development.

## Dean's List I Brooklyn, NY

2009–2012

*Software platform serving 500+ schools throughout United States.*

### Co-Founder

Founded and scaled ed-tech company, servicing over 750 schools across United States through mobile and web-based platforms. Invented, refined, and commercialized platform.

- Co-created and developed major K-12 culture tracking and communications platform.

## Excel Academy Charter School I Boston, MA

2005–2010

*300-student middle school, recognized as one of best charter schools in country.*

### Dean of Students & School Leader

Led transformation and strategic vision for school and organization, driving turnaround efforts and innovation. Stabilized school and drove parent engagement via development and oversight of culture model and practices.

- Developed and consulted on implementation of student and adult culture models used by Center for Education Reform, Building Excellent Schools and over 250 schools nationally.
- Managed 40% of staff to coordinate student health, mental health, and family support services.

## EDUCATION & PROFESSIONAL DEVELOPMENT

POMONA COLLEGE

**BACHELOR OF ARTS, BIOLOGY**

**BACHELOR OF ARTS, MUSIC**

**PRESIDENT, BOARD OF DIRECTORS I ZUMIX**

Led \$4.3M capital campaign for new building while leading Executive Director; advised on areas of finance, HR, and programming; earned First Lady's National Youth Arts and Humanities Award.