
JASON E. SCHLEGEL

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CHIEF OPERATING OFFICER

Senior operations executive, servant leader, and US Marine Corps veteran with a history of scaling complex, multi-entity organizations while maintaining cultural cohesion, operational precision, and strong financial outcomes. Adept at translating vision into systems and execution, with domain fluency across HR, IT, and facilities. Proven success driving rapid revenue growth—from \$5M to \$70M—and property expansion from 64 to 1,550 units through structured workflows, data visibility, and accountable team leadership. Known for implementing enterprise platforms and automation tools that reduce costs, improve clarity, and enable aligned action on a high scale. Track record of leadership success, from leading teams in business operations to leading over 45 US Marines in multiple deployments. Brings a people-first, systems-oriented approach to building teams, growing organizations, and implementing systems.

CORE SKILLS AND COMPETENCIES

Cross-Functional Leadership | Strategic Operations Leadership | Organizational Scalability | Culture & Engagement Strategy | Financial Planning | P&L Oversight | Cost Optimization | M&A Integration | Change Management | Strategic Partnerships | Stakeholder Relations | Governance & Risk Management | Business Intelligence Systems | KPI Dashboards | AI Integration | Digital Transformation | Process & Workflow Optimization | SOP Development | HR & Workforce Planning | Leadership Development | Coaching & Mentorship | Training Program Development | Property & Facilities Operations | IT Infrastructure

SELECTED CAREER ACHIEVEMENTS

- **Operational Scale-Up:** Scaled property operations from 64 to nearly 1,550 multifamily units across 18 sites in 24 months, building the infrastructure, teams, and workflows to support sustained growth. Raised occupancy from 87% to 94% while reducing PPC spend and increasing SEO performance through integrated third-party marketing tools. Managed hiring forecasts and onboarding for 27 employees in one entity, aligning workforce expansion with operational timelines and investor expectations. Scaled operations at a second company, from 11 to 70 employees, and revenue from \$5M to \$70M in three years.
- **IT Modernization & AI Integration:** Executed a full enterprise IT overhaul, rolling out Microsoft 365, Teams, Planner, Jamf, and Apple Business Manager to unify project management, communication, and field operations across 17+ sites. Beginning in November 2022, led internal training on ChatGPT Plus, Microsoft Copilot, and AI agents, enabling automation of recurring workflows and accelerating team output. Resulted in a 3x improvement in execution efficiency and a 60% performance increase across departments within 12 months.
- **Workforce Strategy:** Directed HR operations across multiple entities, overseeing the end-to-end functions, including recruiting, onboarding, payroll, compliance, and performance systems. Deployed Teamflect to institutionalize OKRs, 1:1s, performance reviews, and feedback loops, fostering accountability and long-term retention. Built the internal capacity to scale quickly while maintaining high cultural alignment and operational discipline during rapid growth phases.
- **Revenue Innovation:** Transformed tenant operations using AppFolio's fully integrated stack—text/email communication, online portals, maintenance workflows, and a 24/7 AI-powered emergency hotline—delivering a modern, high-touch experience. Introduced LLIP insurance to drive ancillary revenue while reducing risk exposure and launched a JV partnership with ACN to provide residents with bundled services (health, internet, cable, etc.), creating a monetized Resident Benefits Program that enhanced satisfaction and competitive differentiation. Decreased employee health benefits expenses by \$35K annually by collaborating and negotiating improved deals with brokers. Forecast budgets 18 months in advance to plan and prepare for all contingencies.

PROFESSIONAL EXPERIENCE

FREELAND VENTURES/950 MANAGEMENT | Cleveland, OH

Chief Operating Officer

January 2024 – Present

Lead all operations for a turnkey real estate investment solutions company offering passive investors diversified opportunities in residential and multi-family properties backed by decades of expertise and secured assets with a portfolio of 2,708 apartment units in joint ventures, overseeing \$100 million in capital under management and \$230 million in assets under management.

- **AI & Automation Leadership:** Drive the development and deployment of custom GPTs to train employees on AI applications spanning formula creation, code generation, executive content development, and business process automation. Lead creation of AI agents that reduce manual workload and embed advanced automation across core functions.
- **HR Strategy & Talent Infrastructure:** Design and execute comprehensive HR and talent strategies that elevated retention, engagement, and performance across a 200+ employee organization. Leveraged a 1,000+ resident network, referral programs, and high-impact recruitment events to attract top talent. Spearheaded benefits enhancements, including expanded PTO, upgraded insurance, and a \$250 annual swag stipend, while implementing a Microsoft Teams-based performance management system (TeamFlect) to integrate goal setting, feedback, and reviews. Instituted stay interviews and weekly 1:1s, driving measurable gains in employee satisfaction, cultural alignment, and organizational stability.
- **Operational Oversight & Organizational Excellence:** Direct day-to-day operations, elevate service delivery standards, and reinforce Freeland Ventures' reputation for excellence. Lead cross-functional process improvement initiatives to streamline administrative workflows and accelerate internal decision-making.
- **IT Systems & Infrastructure:** Launch and optimize IT infrastructure and support protocols to improve system uptime, reliability, and user experience across the organization.
- **Facilities & Real Estate Management:** Negotiate and manage commercial leases and facilities operations to secure cost-effective solutions while maintaining high standards for operational continuity and workspace quality.
- **Strategic Planning & Executive Engagement:** Provide critical input in senior leadership forums to shape strategic investments, growth initiatives, and expansion roadmaps.

PRECISION OPERATIONS | Akron, OH

Founder

August 2023 – Present

Founded Precision Operations to deliver strategic operational consulting services to clients across multiple industries. Designed and implemented customized solutions to streamline processes, enhance efficiency, and drive long-term growth. Collaborated directly with business leaders to assess operations, develop action plans, and support execution for measurable performance improvements.

- **Client Engagement & Advisory Services:** Advise and support affiliated entities, including Freeland Ventures, 950 Management, Freeland Construction, 950 Laundry, and Freeland Wealth Builders. Previously consulted for Mama Fit USA, LLC, and Ad Pros with a focus on scalable process improvement and organizational discipline.
- **Actionable Results & Strategic Execution:** Deliver measurable outcomes for clients, including over \$20K in annual savings by replacing manual roles with software-driven workflow automation.

TOBER BUILDING COMPANY/ATLAS FRAMEWORKS | Richfield, OH

Director of Business Operations

November 2019 – July 2023

Provided operational leadership for a modular manufacturing firm affiliated with a commercial general contractor, overseeing systems integration, workforce infrastructure, and cross-entity alignment. Operated in a hybrid capacity, ensuring coordination between field teams, production staff, and executive leadership.

- **Systems Integration & Workflow Alignment:** Standardize tools and workflows across construction and manufacturing units by replacing fragmented communication (email chains, text threads) with integrated systems. Lead the rollout of Microsoft Planner, Procore, SharePoint, and Teams to support distributed teams and project visibility across \$70MM+ in active projects. Enable real-time coordination among project managers, owners, architects, and stakeholders while reducing scope creep, cutting 2–4 hours of meetings weekly, and improving timeline and budget adherence.
- **Communication Infrastructure & Project Visibility:** Implement Microsoft Planner, Teams, SharePoint, and Procore to replace disjointed communication methods with a unified collaboration framework. Coordinate execution of \$70MM+ in active construction projects by enabling transparent task management, real-time updates, and shared access for project managers, owners, architects, and key stakeholders. Reduce meeting hours by 2–4 per week while improving visibility, timeline adherence, and scope control across departments.
- **Field Enablement:** Deployed mobile device management via Apple Business Manager and Jamf, ensuring secure and streamlined IT support for remote technicians and on-site crews.
- **Performance Visibility:** Introduced reporting cadences and dashboards tailored to modular workflows, creating shared accountability between plant, field, and executive functions.
- **Cost Efficiency & Intelligent Automation:** Reduce operational expenses by \$100K through integration of business intelligence, AI tools, and Microsoft platform automation. Deploy AI agents for data analysis, Power BI for workflow automation and project estimation, and Viva Learning for employee development. Streamline project handoffs and file management with SharePoint integrations. Serve as the full administrator for cybersecurity protocols, two-factor authentication, and user support across systems.

- **Company Growth:** Drove the company expansion from 9 to 70 employees and from \$5M to ~\$45M in annual revenue through systemization and executional rigor.
- **Engagement Initiatives:** Strengthened culture with employee-driven programs, including a custom apparel site and the launch of a cross-entity e-learning catalog.
- **Personnel Development and Communication:** Spearheaded initiatives through the implementation of executive communication meetings with 25-40 leaders participating, and personalized, hands-on training sessions.

STRATEGIC REAL ESTATE COACH/FREELAND VENTURES | Cleveland, OH**Director of Operations****August 2015 – November 2019**

Directed all operational functions—including customer service, HR, IT, and strategic planning—for Strategic Real Estate Coach, Inc. and its start-up subsidiary, Freeland Ventures, LLC. Constructed the foundational infrastructure of a new company by launching core systems, hiring staff, implementing technology platforms, and supporting SEC compliance efforts. Partnered with the CFO to develop annual budgets, perform monthly forecasts, and enforce accountability for financial performance across departments.

- **Business Growth & Expansion:** Spearheaded multiple revenue-generating initiatives, including high-impact events, expos, and strategic partnerships.
- **Corporate Relocation:** Executed a seamless relocation of corporate headquarters, overseeing logistics, communications, and facilities readiness.
- **Team Building:** Built and scaled a 15-person cross-functional team aligned with organizational goals and growth targets.
- **Strategic Planning:** Collaborated with other C-suite leaders on executive-level planning and decision-making as a member of the senior leadership team.

EARLY CAREER**STRATEGIC REAL ESTATE COACH | Operations Manager****BUCA DI BEPPO | General Manager****THE DRIFTWOOD HOSPITALITY GROUP | General Manager****AKRO-MILS | Information Specialist****BALLY TOTAL FITNESS | Sales Associate | Fitness Coach****UNITED STATES MARINE CORPS | Personnel Manager | Platoon Sergeant**

EDUCATION**THE OHIO STATE UNIVERSITY | Courses in Business Management**

PROFESSIONAL DEVELOPMENT**UNITED STATES MARINE CORPS:** Leadership, HR, Operations Management, and IT Process Training**MICROSOFT 365 ECOSYSTEM:** Teams, Planner, Outlook, SharePoint, Power BI, Power Automate, Copilot**WORKFLOW & AUTOMATION:** Microsoft Forms, Zapier, Zapier AI, CRM/API Integration, Weekly Reporting Systems**SYSTEMS & ADMINISTRATION:** Cybersecurity Admin, Apple Business Manager, Jamf, MDM Tools, Exchange Admin, Azure AD**BUSINESS INTELLIGENCE:** Power BI, Looker Studio, Excel (Power Query/Pivot), KPI Dashboards**HR & PERFORMANCE TOOLS:** TeamFlect, HRIS Systems, Lattice, Review Systems, 360 Feedback, Time Tracking (ADP, Paychex), ATS Platforms**PROPERTY & ASSET MANAGEMENT:** AppFolio, Unit Turn & Work Order Systems, GPS/Asset Tracking**AI INTEGRATION:** ChatGPT Plus, Microsoft Copilot, Custom GPTs, DALL·E, Sora, Viva Insights, RealmX, Birdeye**SALES, MARKETING & CRM:** Salesforce, Apartments.com, Zendesk, Google & Meta PPC, GoDaddy, Mailchimp, Google Business Manager, HubSpot, CoStar**CREATIVE & MEDIA TOOLS:** Canva, Sora, Descript, DALL·E, Adobe Express, Podcast Editing Platforms

VOLUNTEER WORK**RAHAB MINISTRIES | Street Team, Protective Services, Safe House Liaison****GRACE CHURCH OF GREATER AKRON | Grace Group Leader, Safety Team, Haiti Missionary, Count Team****AKRON-CANTON REGIONAL FOODBANK | Volunteer Leader**