




GEORGE PANICHAS

CONTACT

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SKILLS

- Executive Leadership
- Stakeholder Engagement
- Emotional Intelligence
- Strategic Visioning
- Strategic Partnerships
- Team Building
- Revenue Growth
- Operational Excellence
- Budget Planning
- Financial Oversight
- Profit & Loss
- Crisis Management
- Organizational Agility
- Process Improvements
- Negotiation
- Public Speaking

PROFESSIONAL SUMMARY

Driven leader with extensive experience in strategic planning, innovation, financial management, capital acquisition, and operational execution in private, educational, and charitable sectors. Proven track record in developing and executing inventive strategies to drive organizational growth and maximize results enterprise wide. Possesses strong interpersonal skills, a collaborative mindset and unwavering commitment to excellence. Adept at building, motivating, and leading cross-functional teams to success.

EXPERIENCE

Executive Director, 03/2023 - Present

The Hayden Foundation RI - Cranston, RI

Newly established \$20 million-dollar Charitable Foundation dedicated to Education and Animal Welfare in the State of Rhode Island.

Within 10 months:

*Collaborated with the Board of Directors to gather their insights and perspectives on various matters, synthesized them into a cohesive strategy, and implemented initiatives that significantly improved overall operational effectiveness, aligning with key success factors.

* Strategized and managed from inception a comprehensive e-platform from the ground up working with IT professionals to encompass a dynamic website, online grant application forms, and all foundation operational policies and procedures, ensuring seamless functionality and accessibility.

* Led negotiations with foundation attorneys, CPA and financial advisors to establish legal and financial frameworks, ensuring compliance with regulatory standards and best practices.

* Established and maintained communication channels with large institutional grant applicants in the education space, and donor networks while fostering strategic partnerships and opportunities across Rhode Island.

- * Developed and implemented marketing and press release strategies to grow visibility and SEO to promote the foundation's mission, effectively engaging stakeholders and the wider community.

- * Implemented a robust backend platform to track and archive all foundation activities, optimizing operational efficiency and transparency.

- * Created a grant awards scorecard system which allows for transparent evaluations of grant applicants.

- * Demonstrated versatility by taking on multifaceted roles, including project management, stakeholder engagement, and strategic planning, to drive the foundation's mission forward.

CEO & Founder, 03/2023 - Present

Mazi Life - Middletown, RI

- * Conceptualized and launched Mazi Life Insurance. Within a 12-month timeframe, pioneering a groundbreaking business model that provides realtors, mortgage lenders, banks, title and settlement companies, and national title underwriters with a turnkey solution for revenue sharing in compliance with industry standards.

- * Within the first full quarter of operations, have signed partnership agreements with a nationwide mortgage lender with over 220 branches, a nationwide real estate brokerage with over 120,000 agents for nationwide rollouts, plus title and settlement agencies across 3 states. Currently have a full pipeline of partners onboarding.

- * Designed and implemented a streamlined partnership program that allows partners to effortlessly introduce clients to term life insurance products without assuming additional administrative burdens or upfront costs, resulting in a seamless revenue-sharing process.

- * Worked with insurance underwriter to develop white-labeled websites tailored to each partner's brand identity, along with a dedicated toll-free telephone number and email address, to facilitate client engagement and educate them on term life insurance options.

- * Established strategic alliances with nationwide insurance underwriters to manage the entire underwriting process, ensuring adherence to regulatory requirements and optimal client outcomes.

- * Orchestrated the creation of operational policies and procedures, from initial concept to execution, to maintain operational efficiency and compliance throughout all facets of the business.

- * Spearheaded comprehensive marketing initiatives to promote Mazi Life Insurance's value proposition and drive partner engagement, resulting in increased brand awareness and revenue growth.

- * Oversaw all aspects of startup operations, including but not limited to C-Level corporate engagement, website development, recruitment, training, and vendor management, demonstrating hands-on leadership and execution capabilities.

CEO & Co-Founder, 01/2017 - 03/2023

TitleEase Title Franchise - Providence, RI

* From conception, pioneered and launched TitleEase Title Franchise, the nation's first franchised business model for title and settlement business, revolutionizing the industry landscape and expanding access to revenue-sharing opportunities for franchisees.

* Developed a groundbreaking franchise structure that balances operational control with revenue-sharing benefits for franchisees, alleviating many operational burdens while ensuring compliance with regulatory requirements.

* Secured affirmative legal opinions and approval from the Federal Consumer Financial Protection Bureau in Washington DC prior to launch, demonstrating a commitment to regulatory compliance and consumer protection standards.

* Company has successfully sold over 15 franchises nationwide within a 24-month period, showcasing the widespread market acceptance and demand for the TitleEase franchise model, even in a down real estate market.

* Attracted investment capital from prominent Wall Street Capital Markets investors, resulting in full funding and acquisition of controlling interest of the company, validating the viability and potential for growth of the TitleEase franchise concept nationwide.

CEO & Co-Founder, 01/2005 - 03/2023

Lincoln Abstract & Settlement Services - Providence, RI

* Established Lincoln Abstract & Settlement Services to diversify service offerings and mitigate business risk exposure, leveraging expertise gained from growing a residential real estate valuations company.

* Provided comprehensive title and settlement services to diverse clientele including mortgage companies, banks, credit unions, major telecommunications firms, capital markets clients, and mortgage servicing clients nationwide.

* Initiated operations in one state and successfully expanded licensing to 20 states, demonstrating strategic growth and market penetration capabilities and acumen.

* Applied insights gained from Lincoln Abstract & Settlement Services to inform the conceptual design of TitleEase Title Franchise, the nation's first franchised business model for title and settlement industry.

* Have conducted thousands of closings, title searches and title curative work across entire financial industry landscape nationwide.

CEO & Co-Founder, 03/1998 - 03/2023

Lincoln Appraisal & Settlement Services - Providence, RI

* Established Lincoln Appraisal and Settlement Services in 1998, initially offering residential real estate appraisals in Rhode Island.

* Spearheaded the expansion of the company's operations from a single-state entity to being licensed in all 50 states as an Appraisal Management Company (AMC) over a span of 25 years, showcasing strategic growth and nationwide market penetration.

* Achieved a substantial increase in business volume, completing 2,000 to 3,000 valuations per month while managing a network of over 2,000 independent appraiser subcontractors nationwide.

* Executed on the strategic concept of a multistate valuations company, capitalizing on an emerging industry trend and positioning company as a leader in the field.

* Leveraged the company's nationwide operational footprint to attract large institutional clients, establishing company as a trusted partner for real estate valuation services across the country.

Independent Consultant, 01/1990 - 02/1998

Business Broker and Finance Consultant - Smithfield, RI

* Represented private and corporate clients in M&A, business acquisition and corporate finance including Lines of Credit and SBA financing products.

VOLUNTEER EXPERIENCE

Board of Trustees, 09/2019 - Present

Community College of Rhode Island - Warwick, RI

* Largest Community College in New England serving over 20,000 students.

* Member - Major Gift Development Committee

Board of Trustees, 01/2015 - 06/2018

Moses Brown School - Providence, RI

* Founded in 1784 by Moses Brown who with brother Nicholas Brown founded Brown University, Moses Brown School is a renowned independent Quaker institution located in Providence, Rhode Island, and member of the National Association of Independent Schools (NAIS).

* Board of Trustees - Member.

* Served on the Trustees Nominating Committee.

Clerk/President, 09/2015 - 05/2018

Moses Brown School Alumni Association - Providence, RI

* Moses Brown School has an active Alumni Association membership of over 6,000 spanning 40 states and 10 countries.

* Presided over the development of the first strategic plan in decades including a comprehensive review of by-laws, committee structure along with marketing and fundraising

* Created MB Connects, which utilizes the principle of individualized stewardship commitments across the Alumni membership to revolutionize giving at the school.

Assistant Head Coach, 08/2015 - 03/2016

Moses Brown School Boys Varsity Ice Hockey - Providence, RI

* Negotiated with Athletic Directors and Coaches of the re-entry of Moses Brown School's Boys Varsity Ice Hockey Team from the Rhode Island Interscholastic League back onto the schedules of coveted private Independent School League (ISL) member schools.

Assistant Clerk, 09/2012 - 06/2015

Moses Brown School Alumni Association - Providence, RI

Inaugural President, 01/2009 - 12/2010

National Assoc of Appraisal Management Companies - Providence, RI

* Co-Founded national trade organization to include membership from dozens of states nationwide.

* Through Association lobbyist, worked with various United States Senators, Representatives, and other Congressional leaders in Washington DC to highlight industry issues to effect change.

Board of Trustees, 01/2006 - 01/2008

Boys & Girls Club - Pawtucket, RI

* Founded in 1900, the Pawtucket Boys & Girls Club is one of the oldest in the nation serving thousands of youths annually.

* Served on the Trustees Executive Committee

Head Coach, 03/2004 - 07/2007

Smithfield RI Little League - Smithfield, RI

Parish President, 01/1989 - 12/1992

Assumption Greek Orthodox Church - Pawtucket, RI

* Youngest elected Parish President of a Greek Orthodox Church in the history of the United States at 24 years old.

* Presided over all aspects of community life including governance and fundraising for the 300+ family membership.

EDUCATION

Bachelor of Arts (B.A.): Liberal Arts, 05/1988

Providence College - Providence RI

Extracurricular Activities

- Member - Providence College Football Team

High School Diploma: 05/1983

Moses Brown School - Providence RI

Extracurricular Activities

- President - Student Senate 1982 - 1983
- 10 Athletic Varsity Letters Earned
- Quarterback and Defensive Back - Varsity Football Undefeated Season 1983
- Captain - Varsity Basketball Team 1983
- Starting Third Baseman and Pitcher - Varsity Baseball
- Member - Moses Brown School Disciplinary Committee
- Selected as Student Ambassador to Visiting Families - 1982 & 1983
- Member - Moses Brown School Athletic Committee

REFERENCES

References available upon request

