

Maggie Weiss, Sage Alliance Partners Principal



Maggie has devoted her professional career to the study and realization of exceptional performance on an individual and organizational basis, and then engaging those applications in the workplace and for social change. Her consulting and coaching services are built around specific accomplishments to be delivered while using the work and situation at hand to develop individuals and teams as effective leaders and managers for the often surprising, always profound accomplishments that come as a result.

Maggie has coached the senior executives, their management teams in engagements ranging from high performance capital project execution to challenging strategic or culture change initiatives in service, construction and manufacturing organizations. Typically these are situations that call

for leadership and collaboration often with several cultures (national, corporate and/or professional) and perhaps several languages in the mix.

Working with a first-time Project Manager and Team building a liquid natural gas facility for a major oil company in California, Maggie coaching their performance through a union dispute, a change in the California state emissions laws and the largest shutdown in the refinery's 100 year history, to bring the project in without injury, on time and within budget. The Project Manager won the company's 2002 Chairman's Award.

While consulting with a large computer chip manufacturer she collaborated with the Manufacturing Manager to custom design and deliver an internal peer leadership program for safety within the plant. Over a year, 280 people volunteered to participate in the 6 week program without interruption to their regular accountabilities. Not only did they eliminate recordable injuries but increased production by 5%, a significant increase in their highly competitive market. The Manufacturing Manager was promoted to manage the plant in Israel and recently called to say that he was not only able to continue with his stellar safety record but took what he had learned and directed it to managing costs with great success.

Maggie has also been teaching professional coaching for over 20 years in corporate, non-profit and public arenas. As coaching lead on an engagement to alter the HSES

(Health, Safety, Environment, & Security) culture of the North American Natural Gas Division for a global energy company (3 Business units Gulf of Mexico Shelf, Continental US, and Canada) she designed, trained and managed 11 Coaches (half internal / half external) as an innovative approach to addressing this challenge. This team of coaches provided executive coaching for the 72 most senior executives and managers of the division thus allowed the managers to stay focused on the work at hand in the multiple locations while building sustainable capacity for leadership, management and coaching with in the division. 2 years later, they had virtually eliminated safety and environmental accidents and over 45 managers requested to continue being coached by the well developed internal coaches.

In her work with UNPD (United Nations Development Programme) she led three programs to develop leaders from various professional arenas (Medical, Educational, Government, Non-Government, Media and Business) for a collaborative local response to HIV-AIDS pandemic. Two programs were thru the UN Nigerian Country Office; one in Northern Nigeria (Kano) and the other in Southern Nigeria (Lagos). The third was a joint project in Mumbai, India with the UNDP, UMP (Urban Management Program), UN Habitat and MDAC with the Municipality of Mumbai HIV-AIDS office. Each program (three 3-day sessions) was custom designed for the specific community to harness the creative wisdom, experience and expertise of the participants to mobilize for immediate high-leverage results. This engagement resulted in the group qualifying for a 4 million dollar Bill and Melinda Gates Grant.

http://www.undp.org/hiv/docs/prog_guides/ldp_implementation_guide.pdf

Maggie lives in Berkeley, California with her husband Robert and son Elijah.