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CAREER SUMMARY

For well over 30 years designed processes that enabled organizations and communities to flourish and oversaw or supervised, designed and co-designed rapid, sustainable system-wide collaborative change process based on co-created shared visions. Worked with individuals, educational institutes, corporations and communities, demonstrating a strong business acumen, while utilizing organizational development, consulting, coaching and human resource skills to significantly improve working environments and productivity. Demonstrated expertise includes designing collaborative change across cultures and stakeholder groups in high stress situations, leading, facilitating and designing multiple projects to completion simultaneously, developing shared visions, strategic planning, creating cohesive team environments in stressful situations, and teaching Mastery coaching and self-mastery for experienced coaches. Assisted organizations in establishing career pathing, training plans and perspectives that improved employee retention, satisfaction, and mobility. Consistently devised innovative approaches, coupled with sound project management and inter-disciplinary coordination, resulting in healthier working environments. Actualized aggressive goals in highly dynamic environments, managing multiple responsibilities simultaneously working across multiple cultures in Sri Lanka, Malaysia, across Europe, Russia and North America. For the past 3 years, she has focused on developing food gardens, food programs and emergency aid to meet the needs of young people in Sri Lanka and those in distress.

PROFESSIONAL OVERVIEW—selected experience

Organizational Development

Wide range of experiences in assisting corporations and groups to discover shared visions, missions and values, in creating visions of the future.

Designed shared visioning process and that enabled a coalition government to be formed in a developing country.

Working with the city leadership of a former East German, Border City: designed and oversaw the Renewable Energy Model City development applying a wholistic integrated approach across sections of stakeholder groups within the Frankfurt (Oder) community and cross-border (Poland) region. Provided coaching and process development for the city's referent and overall project management of the on-going project.

Facilitated and coordinated a "Future Search" for a former east-German town, Stahnsdorf, providing a cohesive strategic plan to support the rapid town growth, bring the various factions and cultures (eastern and western) together and address a massive budget deficit (over 120 million DM). One year after the Future Search with the support of other large-scale processes

and resultant town and government involvement, the town was out of debt and created the precedent that allowed East German towns and cities the ability to rebuild, restore their credit, and more smoothly integrate into the West. This was one of the few successful change processes in the former eastern Germany at the time.

Participated as a facilitator in the Parliament of World Religions at both the Montserrat and Barcelona (Spain) Assemblies where world religious leaders dialogued and developed their personal commitments to change. Issue facilitated: Clean Water and Country Debt.

Involved in consulting and documentation for the Benton Harbor/St. Joseph, MI (USA) community development project (interfaith group future search and overall compilation of the process and results).

Joined a senior VP of Human resources to form a two-person corporate headquarters team (along with a staff of four external recruiters and one administrative secretary) to address the recruiting, retention, policy and communications needs of the new American headquarters of an Australia-based international consulting firm. Established systems to facilitate recruiting and personnel needs, including inter-divisional job posting, national and international recruiting and referral processes and a company-wide newsletter, reducing overhead costs and enhancing the ability to meet clients' needs.

Provided large-scale Gestalt-oriented consulting and coaching to an international consulting firm. Resultant restructuring improved both internal and external communications by developing a group picture, greater cohesiveness and focus. Introduced participative change, which enhanced flexibility and the ability to compete in a new marketplace during recessionary times. The new venture became profitable in a year, while competitive firms were no longer viable.

For a major insurance company laid out a new concept of retraining and skills transference in lieu of layoffs. The company successfully implemented the approach, saving millions of dollars in restructuring, layoff, outplacement and re-staffing costs, while creating an increased level of productivity and employee engagement.

For a large food retailer, provided consulting services to Information Technology management, developing career paths, training in interview techniques and hiring criteria and a new IT structure, reducing turnover from well over 100% percent per annum to under 10%.

In an Israeli Kibbutz participated in a team, providing data gathering, observations, and consultation to the Kibbutz management to open the communications boundaries between the Kibbutz management and the Kibbutz residents.

As part of a project team for a Social Agency in Germany, provided consulting services assessing the management team's polarities and assisted in resolving internal conflicts.

For the Neurolinguistic Programing Institute in Berlin, Germany presented visioning workshops and developed visioning and mission workshops to be used for individual and corporations. After my training, the head of the institute now travels all over the world conducting a variety of

workshops.

Enabled management of a Cheese Factory in Holland to heighten their awareness of human resource and communication issues that had led to high turnover and an inability to hire new employees.

Management and Supervision

Profitably managed: a start-up high-tech recruiting firm; the technical placement division of a multi-service recruitment firm; a consulting practice; specialized training business; and a novelty item distribution company

Extensive experience and proven managerial ability in budgeting, cost and income projections, staffing, training, termination and performance evaluations for corporations, educational organizations and professional associations.

Provided Supervision to numerous large international and small consulting firms as an expert in Sharing Visioning and systemic change.

Managed National Recruiting staff of an international Consulting Services company.

Managed and developed Fortune 500 accounts for a U.S. Consulting Services company, achieving more than \$3 million in annual sales.

Marketed consulting services and oversaw consulting and project staff for recruiting and consulting firms.

Organized and coordinated trade shows, job fairs, and professional association programs.

Training/Development/Communications

Coached start-up companies' management in the development of business plans and market strategy, thus helping visionaries put their dreams into action. Worked extensively with executives of corporations in career planning; exploring life motivation, goal setting, personal and organizational visioning, as well as, examining historical achievements, and life missions.

Facilitated numerous conflict resolution workshops that enabled departments to work together as teams where conflict was historically in place for an Embassy as well as private and public sectors.

Designed and led Executive team workshops for shared visioning and team development in Sri Lanka.

Have written two train the trainer training manuals: One on large scale integrated change through employee engagement and the other on motivation. Parts of these manuals have been used by Big 4 Accounting clients and other OD consulting firms where Director level supervision was held.

Designed, supervised and implemented customized leadership training for clients, enabling rapid change and cultural shifts to occur, supported PMI and East German cultural change in companies and public sector.

Designed/developed/taught/supervised effective basic skills instructional materials to meet the more individualized needs of adults, learning disabled students, the marginalized and low achiever children.

Taught public seminars, credit-and credit free courses to executives, management, trainees and clerical personnel, e.g., implementing creativity, goal setting, writing skills, communication techniques, supervision, marketing, negotiating and stress management in the United States and Germany.

Guest lectured at regional and national conferences, schools, universities, and professional organizations on such career-related topics as: future workplace trends and how to involve employees in the change process, marketing techniques, job seeking, resume writing, self-marketing, career pathing skills, evaluating career choices and future trends.

Wrote and edited newsletters, brochures, directories and communications for businesses and training institutions, including the Association for Systems Management and National Association of Personnel Consultants.

Coaching, Career Development, Employee Relations

Over thirty years of experience coaching and mentoring all levels of employees and clients on business development, career planning, family and personal issues and retirement/second act planning.

For more than 30 years, provided supervision and coaching to coaches, coaching firms, and leadership, management and consulting firm executives to help them raise their coaching skills and effectiveness in designing and implementing large-scale change process.

For the United Nations World Food Programme (WFP) provided 360 assessment feedback and coaching services to WFP staff internationally.

As an account manager, interfaced between technical, information engineering, and re-engineering consultants and Fortune 500 client organizations to facilitate communication and assignment clarity, ensuring customer satisfaction and a high standard of work. Brought cross functional groups together within client organizations to create clear shared visions and strategies which enabled the successful implementation of all our re-engineering projects. Supported the people side of the change process during re-engineering to enable increasing employee input and

commitment.

Within first three weeks of career center operation, supported by 30 consultants, established focus group workshops, a comprehensive workshop schedule and network support group schedules to meet the diverse needs of 2,500 “surplus” (former and retiring) IBM employees. (This was the largest single career center undertaking at the time. All programs were developed with complete input of both staff and employees.)

Provided outplacement services encompassing individual counseling, conducting seminars and workshops, and creating career centers for client companies and individuals. Clients returned to the workforce in most cases in better positions in a time frame well above the industry average into positions they fully enjoyed.

Part of the Founding Committee and later, the Advisory Board for CREW, which established free monthly outplacement workshops and counseling throughout the State of Connecticut, utilizing volunteer professionals. Subsequently, provided training to other States to support their development and implementation of similar programs.

PROFESSIONAL EXPERIENCE

InMetta, Berlin, Germany, (informally since 2019 and formally, since 2022), Santa FE, New Mexico , President, a 501 (c) 3: Support a wide range of social projects, currently focused on health, nutritional, education and economic recovery in Sri Lanka. Since the terrorist attacks on Easter Sunday 2019, some of the projects undertaken include: supported the distribution of rice, dry goods and when possible fresh vegetables to over 20,000 families in rural, predominantly Southern Sri Lanka. In addition, have supported, funded and equipped libraries, food gardens, provided school supplies backpacks, shoes and on a less frequent basis, computers/tablets to students to be able to attend school in both preschools and colleges. Continue to expand knowledge networks across Sri Lanka between nonprofits, technical specialists, educators, companies, across sectors, including in organic gardening, clean water, IT, and education. Current focus is on enabling home and school food organic agro-ecologically built gardens to address the malnutrition, starvation and economic situation in Sri Lanka. In addition, to address the rapid change in how education changed across Africa from the onset of covid offered an online facilitated series for Education Across Africa to enable discussion between nonprofits, educational ministries, educators to define and address related issues, to form networks and working groups to meet the needs of students in remote villages in various parts of Africa.

2013-2019, Sri Bodhiraja Foundation, Embilipitiya, Sri Lanka, Development Coordinator, Supported the foundation’s vast social projects while developing several new projects. A sampling of the projects developed or supported include: initiated and developed a water filtration training program for college, coordinated more than 60 English speaking volunteers to teach English, developed a crafts for sale program to support Visaka Home teenage mothers, created libraries in coordination with the Asia Foundation in more 10 schools in the region, enabled clean water projects, upgrades to Children’s Homes, brought computers and technology to our English medium college through donations, as well other projects and support for individuals (During Corona-virus lockdown, have been providing continuing support projects from Berlin on an ad-hoc basis). From 2019 to present continue to provide support and

consultation on new and exciting projects.

2000 – present, International Coach Federation, Lexington, Kentucky, Coach Credentialing Evaluator/Assessor with the largest coach credentialing body world-wide. Assessing and providing feedback for coaches seeking any of the 3 levels of certification. Trained and supported new assessors. Sat on various committees including the Internal Review Board, the Ethics committee, Credentials committee, Program Committee.

1998-2016, 1-Focus International, Berlin Germany, Managing Partner, originally centered on utilizing creativity in the goal setting process for individuals and groups; later expanded to collaboratively integrated organizational development consulting and project design with a modified Gestalt approach, focusing on shared visioning and rapid, involved change applying large scale change process including: Future Search and Open Space methodologies with a focus on Mergers and Acquisition integration, conflict situations, communities in conflict and companies expanding rapidly across cultures. Oversaw multiple projects simultaneously. Projects varied in size with up to 15 consultants, facilitators and coaches working on a specific project. Significant experience supervising both 1-Focus project and leadership for large scale consulting firms as well as teaching Mastery Coaching to coaches internationally. Designed and taught Mastery coaching for coaching seeking ICF Master Coach Certification and facilitation. Workshops often included integration of stress management, leadership development, mindfulness and meditation practices.

1987-1998, Career Technology Associates, INC. (CTA, Inc.) Berlin, Germany and Avon, Connecticut (CT) USA, Owner/Manager/Consultant, focused on Organizational Development and technical consulting services. Sample assignments.

1990-1992, Data Base Management, INC. (DBMI), Manchester, CT, div. of American Management Systems, Inc., Manager of Recruiting/Account Manager at a leading CASE/Re-engineering/Data Base consulting firm.

1980-1987, Career Path, INC., Hartford, CT, Manager/Consultant, a full-service placement firm.

1980, G&M Associates., Recruiter, Hartford, CT, a full-service placement firm.

1975-1981, Inner Circle Enterprises, Miami, FL, Sales Manager at a distribution company.

1973-1980, Florida and Massachusetts public school and community college systems, Supervising Teacher_for more than 60 teachers, Remedial and Special Education Teacher.

EDUCATION

Formal Education

M.Ed., Learning Disabilities, Westfield State College, Westfield, MA, 1981

M.A./B.A., and M.S./B.S. Remedial Reading/ Special Education, Florida State University, Tallahassee, FL (6 credits shy of completion), 1978-1980

B.A., English/Psychology, University of Massachusetts, Amherst, MA, 1977
A.S./A.A., Miami-Dade Community College, Miami, FL, 1974

Certificates and Trainings

Theravada Buddhism, Mindfulness and Meditation training with Venerable Omalpe Sobhita Thero, Embilipitya, Sri Lanka, 2013 - present
Vipassana Meditation, Sri Lanka, 2013-2018
Matrix Energetics Training Hamburg, Germany, 2011/2012
Conversations Among Masters, San Francisco, CA, 2012
Tilt 360 Training, Cary, NC, April-May 2009
ENLP, Art Giser, London, England, May 2009
EFT Complete Training, 2002
International Coach Federation (ICF) Conferences, 2005-2016
Open Space (Harrison Owen) Vienna, Austria, Oct. 2000
Appreciative Inquiry (Jim Lord) Case Western University Cleveland, Ohio, 2000
Future Search (Marvin Weisbord and Sandra Janoff) Potsdam, Germany, 1999
Gestalt Organizational Systems Development Conference, Cleveland, Ohio, 1998
Open Space Istanbul, Turkey, 1998
Managing Change Dingle Peninsula Ireland, 1997
Gestalt Institute of Cleveland International Systemics Organizational Development Program, Certification Completed, various locations, 1994-1996
A Gestalt Approach to Organization and Systems Development, Paris, France, 1994
Hartford Family Institute, Gestalt Practitioner's Training Hartford, CT, 1992-1993
NLP, Imperative Self Analyst Practitioner's Training and Certification, Westbrook, CT, 1990-1992
Getting to Yes, Negotiating Skills, Boston, MA, 1986
Meyer-Briggs, Hartford, CT, 1986
Robert Fritz DMA Train the Trainer, 1986
Robert Fritz's Dimensions in Creativity (DMA) Goal Setting, Stress Management, Visioning and Spiritual Alignment, Trainer Certification, 1985

PROFESSIONAL AFFILIATIONS

ICF (International Coach Federation), 2000-present, Master Certified Coach and member/assessor for both the coach certification team; member of Training Program Accreditation Team (2000-2012); member of the Internal Review Board, Member of the Ethics Team (2013-2015) staff member, Management Center of Europe (2004)
European Coaching Institute, 2004, Master Certified Coach, appointed to the board as head of membership and benefits
American-German Chamber of Commerce member 1999 to 2015
American German Business Club-Berlin Vice President 1996 to 2006
Eastern European Organization Development Network, founding member 1995 – 2000
Organization Development Institute, Consulting Member 1996 - 2019
International Outplacement Institute, Fellow/ Member 1995-2000
Future Search Network, Member 2000-2019
CT Association of Personnel Consultants and IAOP 1983-1996

International Association for Outplacement Professionals 1992-2014

CT Human Resource Professionals Support Group, Founding member, speaker and coordinator 1992-1995

CT Monthly Re-Employment Workshops (CREW), Board and Faculty Member 1992-1995

CT Prison Association, Board Member (Education Program Oversight) 1993-1995

Organizational Development Network (ODN), Member 1992-1997

Eastern CT Human Resource Network, Coordinator 1992-1993

The Society of Young American Professionals 1992-1995

Who's Who Among Young American Professionals and Who's Who Internationally, 1981 - present.

Association for Systems Management, Hartford/Springfield Chapter 1981-1992, Founder; Director; Assistant Director of Programs; Membership and Communications; Treasurer.

Data Processing Management Association, Hartford Chapter 1985-1992, Board of Directors. and American Business Equipment and Computer Show (AMBEC) Chairperson.

Hartford Area Trainers, 1984-1991.

RELATED SPEAKING ENGAGEMENTS

Frequent presenter of workshops involving Future Search, visioning, shared visioning, creativity, goal setting and mission development for senior managers, social agencies, corporate departments, and individuals, 1987-2020

ASEA Buddhist Conference on Peace, Phnom Penh, Cambodia, Research Paper Presenter and Panelist: Metta, the Key To Sustainable, Engaged Change, 2016

IAF Conference, Edinburgh Co-Presenter: *Aligning M and A Cultures: From Multiple Visions to Collaborative Leadership*, 2007

Hertie School of Governance, Berlin, Germany, Career Development Workshops for Graduate Students, 2005-2007

FAWCO's International Presidents' Annual Meeting, Berlin, Germany, KEYNOTE: 16 Personality Types: Tearing Down Walls, 2006

FAWCO's International Board, Shared Visioning: 2 Boards One Focus, 2006

Berlin Canadian Business Club, Women in Leadership, 2006

Düsseldorf Professional Ladies :Lounge, Düsseldorf, Germany Women in Leadership, 2006

Henley Management College, London, England Women in Leadership, 2005

NLP Training Center, Berlin, Germany EFT training for NLP Practitioners, 2000

Boston Facilitators, Boston, MA: Future Search Training workshop, 2000

Presentations at New England companies, professional organizations, high schools, and colleges. Human resource topics include: "Creativity and Goal Setting" , "Interviewing Techniques", "Finding Your Transferable Skills", "Writing Skills", and "Careers in Data Processing," 1980-1995

Frequent speaker at CREW, CT Support Groups, Eastern CT Human Resource Network various employment related topics, e.g., Networking, Resume Writing, Letter Writing, Communications, Managing Stress, 1993-1995

Speaker, CT Human Resource Professionals Support Group, Career Pathing and Goal Setting., 1992-1995

New England Trainers Regional Conventions, 1987-1988, Speaker, "Career Pathing for the Data Processing Trainer". Panelist: "New Career Trends for Data Processing Trainers".

Univac Users International Convention, Speaker, "Future Trends in Data Processing: Career Changes on the Rise," 1983.

HONORS

Beyond being listed in numerous Who's Who Internationally since the 1970's, recognized as woman entrepreneur, woman professional, in International Human Resources, in Sales and Marketing, amongst others over the years, the Town of Stahnsdorf has honored her with a plaque in the town hall. She has been honored for contributions as board member to numerous boards including the: CT Prison Association, as well other associations boards. Unique contributions have been recognized dating back to the early 1970s including by the County of Dade, Florida for the creation of the Run-Away Hotline which formed into a national and then international way for runaways to safely call home.

ARTICLES AND PUBLICATIONS

Last published articles before leaving industry in 2010 in Leading Cross-Cultural M and A re-engagement publications, published in English by *Ivy Magazine* and in German by *Personal Magazin*. Published numerous articles by the Management Center of Europe, a regular column for HYPERLINK "http://www.goinglobal.com" www.goinglobal.com and various national and international management and human-interest magazines. Wrote two train-the-trainer manuals that have been used by large consulting firms: *The Motivation training Manual* and *The Business Enhancement Guide* (for creating integrated collaborative change).