



# Barb Gee Consulting

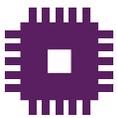
**Organizational  
Catalyst**

Do you have a high-potential new manager that you want to invest in and develop into a future leader for your company?

Do you have a large, cross-functional initiative or product development effort that keeps you up at night with worry?  
Need a practical workplan that can be easily tracked and managed so that nothing critical falls through the cracks?

Do you have critical execution needs that are hindered by organizational issues: role confusion, lack of accountability, team conflict?

**Barb Gee has over 30 years of experience in three sectors:**



## Technology

Hewlett-Packard  
Silicon Graphics • TiVo



## Non-Profit

Global Exchange • Anita Borg Institute  
Huckleberry Youth Programs



## Education

Oakland Unified School District  
Alameda Unified School District

She has developed a reputation for strategic vision, coupled with a deep ability to make things happen. Barb's approach is very practical and focused on delivering results, not just delivering advice. Barb's cross-functional and cross-sector experience has enabled her to take on numerous complex and challenging assignments. Her special expertise is in organizational troubleshooting, structuring organizations for results, and management skills coaching.

She has a B.S. in Electrical Engineering and Computer Science from U.C. Berkeley, and an S.M. in Management (MBA-equivalent) from M.I.T.

Her resume can be found at [linkedin.com/in/barbgee](https://www.linkedin.com/in/barbgee).

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## MANAGEMENT COACHING

For new managers, or managers who have not been trained, the art of getting work done through others eludes them. They may have been a star as an individual contributor, but haven't been coached in management. Burnout, lack of team communication, and low team morale are the unintended result. Barb believes that coaching sessions that are conducted in isolation from the day to day responsibilities of the manager are limited in impact. With a strong operational track record, she prefers to coach using a manager's current responsibilities as the "lab".

- Initial assessment of managerial skills and opportunities for development
- Weekly online coaching call
- Attendance of one meeting a week (staff meetings, project meetings, etc.) where Barb can observe the coachee in action
- Phone interviews with up to eight people, designed in conjunction with coachee, to get useful feedback
- Coaching to develop a critical workplan to track results the coachee is responsible for
- Monthly summary of progress and suggested tips

- Development of a workplan that is a useful management tool
- Development of role descriptions and expected results
- Design and implementation of cross-functional project meetings (via coaching of the project leader)

## OPERATIONAL COACHING

Often, a complex cross-functional project can be overwhelming. Scoping work, developing workplans, structuring roles, identifying critical skills, and ensuring that the "big picture" is structured into manageable work chunks can have a huge impact on getting work done efficiently and creating a positive team environment. Barb will work with leaders who are overseeing large-scoped critical projects.

## ORGANIZATIONAL CONSULTING

Often, human interactions inadvertently get in the way of work getting done. Unless the root of these issues is addressed, the work continues to suffer, and team morale (and work results) plummet. Diagnosing the problem and finding practical fixes is what Barb will help with.

- Diagnostic summary based on interviews with key staff (management and individual contributors)
- Recommendations for fixing organizational problems.
- Assistance with resolution of underlying issues.