

*Resume*

**DAVID LeSAGE**

David LeSage has over thirty years of experience managing programs and conducting workshops for the development of engineers, scientists and professional administrative personnel in technical organizations.

He spent sixteen years with the National Aeronautics and Space Administration (NASA), working agency-wide with senior executives, managers and team leaders to support them in developing the interpersonal skills required to manage and influence other people. At NASA, he conducted workshops for an average of 650 executives, managers, team leaders and individual contributors every year, for at least a week in duration, on the knowledge and skills required to do their jobs effectively. The primary content of these programs included 360° Survey-Feedback, Team Dynamics, Interpersonal Communications, Managing Change, Influence Strategies, and Outdoor Learning Activities. Occasionally, David facilitated organizational “retreats” for strategic planning and team-building.

David consistently received outstanding performance ratings for his program management, for the content he taught, and for the collegial relationships he maintained with his peers, consultant partners, and with the support staff at the Management Education Center.

The preceding years were at the National Institute of Standards and Technology (NIST), providing organization, management and career development programs. Here, David developed a NIST-specific supervisory development program, using NIST Functional Managers as instructors. He also led a team of NIST managers and professional outplacement counselors in reducing the negative impacts of a major downsizing, finding jobs for 96% of the outplaced employees within six months, at salaries equal to or above their NIST salaries. While at NIST, David conducted a study on the “Profile of a Successful Professional at NIST”, suggesting behaviors managers could encourage, and employees could initiate.

David received his Master of Arts degree in Human Resource Development from George Washington University, a Certificate of Advanced Studies in Group Work and Group Counseling from The Washington Psychiatric Institute, and his Master of Arts degree in Philosophy and Theology from Abbaye de Brogne in Belgium. He holds numerous certifications and licenses in various instruments, assessments, and trainings.