

David C. Hager

Leadership, Organization and Professional Development

- Leadership Development Systems Design and Delivery
- Leadership and Executive Development Coach
- Team and Organization Development Consultant



David helps leaders, teams, and professionals to connect the dots between leadership skills, team performance, relationships with clients and customers, and business results. He works independently and also frequently partners with other internal and external leadership, learning, and organization development professionals.

David believes that leading lasting change demands the ability to seamlessly integrate diverse roles and disciplines in service to personal and organization development. He blends the roles and skills of astute coach, innovative facilitator, engaging trainer and presenter, learning system designer, and organization development consultant. In the background, he brings experience and skills from a 30 year career in international business investment and management, corporate and international law practice, negotiation and conflict resolution, and coalition building.

As a Learning Design and Delivery Facilitator and Trainer, David has been designing and delivering learning events and programs for nearly thirty years. He has delivered leadership and executive development programs for thousands of executives, management consultants and professionals from over 50 countries from global firms such as McKinsey Consulting, Siemens AG, and Microsoft as well as national and local governments, non-profits, and professional associations.

As a Leadership and Team Alignment Coach, David has deep skills in helping leaders and their teams work toward greater accountability, clear alignment, and breakthrough results. He is particularly skilled at helping leaders and teams build competencies in clear communication, commitment and accountability and the creative harnessing of conflict. He designs and facilitates effective processes for developing effective organizational strategies and building the capabilities needed to implement them.

As a Leadership and Professional Development Coach, David has worked with several hundred several hundred senior organization leaders and professionals. He challenges and supports these clients to achieve major up-grades in their core leadership skills and mindsets, with particular focus on communication and interpersonal skills. He also works with service professionals to develop and deepen their client relationship capabilities and professional "presence," and to build their practices.

David is also an internationally experienced and certified mediator and conflict resolution professional with extensive experience in resolving conflict in complex legal, organizational and cross-cultural settings. He has mediated or negotiated successful resolutions of disputes between the Chinese government and multi-national corporations, complex commercial and investment matters, and organizational and interpersonal conflict within management teams, boards of directors and stakeholder groups.

David's extensive international experience also provides him with agility in working with individuals and teams in cross-cultural contexts. David has been working with global clients in Europe and Asia since 1980, and lived and worked in the Greater China Region between 1990 and 2001. He speaks conversational Mandarin Chinese. Before moving to Asia in 1990, he spent ten years in corporate law in New York City in the areas of complex business transactions and international government relations. He has served clients in litigation, business agreements, and government relations matters in several European and Asian countries.

In other areas of life David enjoys rock climbing and other wilderness sports, yoga, carpentry, auto mechanics, and is an accomplished stage musician, performing Celtic, Roots, and Folk music with his wife, Jennifer. She and their three children are his best teachers.

PARTIAL CLIENT LIST

- Siemens, A.G.
- McKinsey Consulting
- Microsoft
- Hill and Knowlton
- WPP Group, PLC
- ING Bank
- Government of the People's Republic of China (various agencies)
- Kodak, Inc.
- China National Auto Industry Corp.
- NACCO Industries
- The Clorox Company
- Hyster Corporation
- Volvo Truck Corporation
- The Tennant Corporation
- SAGA Group, Ltd.
- U.S. Department of Commerce
- National Oceanic and Atmospheric Administration
- US Department of Agriculture
- The Gottman Institute
- Pacific Rim Consulting Group
- Cenorin Corporation
- Fenwick Publishing, Inc.
- Pacific Northwest Economic Region
- Oasis Environmental, Inc.
- Protrade International Inc.
- International Coach Federation
- China Pacific Group, Inc.
- Northwest College of Art
- Federal Executive Board
- Paladin Data Systems, Inc.
- SBIC America, Inc.
- Seismic Shock Control Systems, Inc.

EDUCATION & TRAINING

- J.D., University of Michigan Law School
- B.A., University of Minnesota (Communications)
- Personal and Professional Coaching Training--Coaches Training Institute
- Executive Coach Training--LIM Institute, USA
- Business Process Facilitator Training--Rummler-Brache Group
- Strategic Facilitator Training--Strategic Thinking Group
- Advanced Negotiation Skills Training—ENS Pty, Sydney, Australia
- Organization and Relational Systems Coaching Training—CRR Global, USA
- Civil Mediation Training--The Mediation Institute
- Advanced & Large Group Mediation Training, Federal Mediation and Conciliation Service
- Pepperdine University Master Mediators' Forum
- Trained and certified to administer MBTI, The Leadership Circle, and other assessment tools
- Career and Life Planning Coaching—Richard Bolles
- Mandarin Chinese--Self-taught

MEMBERSHIPS & CERTIFICATIONS

- American Arbitration Association Mediator
- Center for Public Resources, China Mediator
- Federal Executive Board Mediator
- Certified International Mediator, Center for Public Resources
- International Coach Federation
- American Chamber of Commerce, Hong Kong, Former Vice Chairman
- Washington State Bar Association
- California State Bar Association (Inactive)
- Michigan State Bar Association (Retired)
- New York State Bar Association
- Federal District Courts
- ABA, Section on Alternative Dispute Resolution
- MENSA Society International
- Certified New York State Volunteer Fire Fighter