



S.A.G.E. Consulting

Strategy. Advancement. Genius. Excellence.

About S.A.G.E.

S.A.G.E. helps schools and organizations **work smarter not harder**. We believe that efficiency drives effectiveness. And, efficiency is as much about process and design as it is about strategic thinking, timing, and internal capacity building.

We help schools & staff

- Develop efficient, collaboratively-designed systems to advance a school's mission
- Reduce duplication of effort and streamline practices in order to buy back 'think' time
- Transform limiting beliefs, mindsets, and practices to improve effectiveness

Our Services

We specialize in climate & culture transformation with expertise in restorative justice, restorative practices, social-emotional learning, facilitation & engagement design. We offer a la carte services and whole school packages in the following areas:

Strategic Planning & Coaching

- Strategic Planning
- Whole School Systems Design
- School Climate & Culture Blueprint
- Executive Coaching
- Thought Partnership
- Strategy Development

Meeting Design & Facilitation

- Agenda Development
- Process Design
- Project/Process Management
- Decision-Making
- Facilitation

Professional Development

- Capacity Building
- One-to-One Performance Coaching
- Customized Small or Large Group Training
- Collaborative Planning

Development & Design

- Curriculum Development & Design
- Program Development & Design

Our Practices

We **'go slow to go fast.'** Preparation, planning, and mutual understanding ensure greater staff cohesion. Below are a few ways we shift culture & climate to promote greater efficacy & efficiency.

FROM

TO

From High-Stress Decision-Making

Because of a sense of urgency, schools sometimes make the mistake of attempting to tackle everything at once and in isolation.



To Decision-Making by Design

We design equitable processes that promote inclusive decision-making driven by school mission & vision. Design balances need with well-being.

From Culture & Climate Plan

Short-term planning is not enough to build a sustainable & cohesive culture & climate.



To Culture & Climate Blueprint

We map out a holistic blueprint and initiate long-range, school legacy planning.

From Punitive Systems

Punitive systems work in limited measure and are often counter-productive.



To Mutual Accountability Systems

We shift mindsets and practices from a blame culture to an accountability culture through systems (re)design.

From Independent, Silos

When schools struggle, culture is akin to triage. The heart is not communicating with the brain.



To Interdependent, Convergence

We analyze ways to bring school initiatives and practices together for cohesion, greater buy-in, and understanding.

Our Process

Perfect is the enemy of the good. All of our processes are needs-based and responsive. When it comes to whole-school transformation we engage in a dynamic process informed by the whole and authored by the many.

