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VITA

*Focusing creative processes to promote excellence, build
working teams, and provide results that match desired outcomes!*

A strong belief in the power of sharing information, establishing clear and ongoing communication, creating positive and productive relationships is the driving force behind Mr. O’Neill’s work. His feedback changes group dynamics and ensures renewed commitment to the established vision. He empowers vigorous and inclusive group identity impacting the entire organization.

A consultant at an international level, Mr. O’Neill asks hard questions, and models deep listening. Research, internally gathered data, and reflection are combined to clarify, analyze and propose situation-specific recommendations. This systemic approach includes several components:

- assessment of need
- analysis, initial report, establishment of goals
- backward planning
- identification and involvement of representative key stakeholders
- input for central leadership
- focused input and identification of necessary resources
- team building
- delivery and facilitation
- monitoring, assessment, double loop learning, adjustment for impact

Clients in the education field include state and county agencies, large urban, economically impacted school districts, smaller rural systems and individual sites operating under special grants. Michael has been a key figure in research divisions of the technology industry, the Annenberg Foundation, the Getty Foundation as well as other broad-based arts and non-profit organizations. Serving as Executive Coach to Boards of Education, Superintendents, and key leaders, confidential critical analysis and evaluation is the expected way of work. Mr. O’Neill also works directly on sites as an ongoing Process Coach. Through this interaction, change and improvement are substantial.

The success of his work is based on its multidimensional approach and belief in the possible. He teaches leaders and their staffs to ready students for the challenges of a rapidly changing world. Leadership training includes topics as varied as meeting standards, achieving student literacy, safe schools, parent and community involvement, whole school testing practices, framework delivery, extended learning opportunities, brain-based learning, Gifted and Talented Education, integrated curriculum, technology for busing minds not bodies, multi-age education, Title 1 best practices, K-12 accountability reviews, school-to-work projects, Focus On Learning, and diversity.

On the international speaking circuit, both keynote and large-scale interactive workshops are part of Mr. O'Neill's efforts. Keynotes designed to motivate individual audience members build possibilities into realities based on the power of experience. Personal stories coupled with a gentle humor and solid research have inspired leaders to return to their work with renewed energy, hope and belief. Work with students and teachers in inner-city schools gives Mr. O'Neill's presentations the ring of truth with site-level managers. In workshops across the country, the immediately-usable skills, strategies and incorporated use of advanced technology have added solid tools to the participant's lives.

His most complex work is examining and mediating dysfunctional work settings. Listening to every voice, accessing key personnel, and gaining support of the CEO/Superintendent have proven powerful. An understanding of visions and goals, absolute confidentiality, encouragement, and a strong final report breaks impasses or unproductive patterns resulting in implementation and success.

A final thought. . .

"We can build learning organizations where professionals continually expand their capacity to create the results they desire, where new and expansive patterns of thinking are nurtured, where people are continually learning to learn together."

Peter Senge, The Fifth Discipline