



TEAM QUEST

helping organizations chart their course

We help mission-driven organizations grappling with difficulties linked to change and growth by unlocking the full potential of your teams to create and refine the structures, processes, and decision-making systems that create a sustainable and effective work environment.

MAHEEN SHAFIABADY | Consultant + Coach

Maheen will work with you to co-create custom change strategies that boost commitment levels and implement sustainable solutions.

Maheen has 15+ years of experience working as a business leader with executives, leaders, managers, individual contributors, and their organizations across public, private, and non-profit sectors with a focus on business continuity practices and improved performance.

Passionate about building structures for enhanced collaboration to promote individual, team, and organizational health, Maheen's areas of expertise include systems thinking, leadership development, work process design and improvement, team effectiveness, cross-departmental collaboration, and effective communications.

PORTFOLIO | recent projects

- **Organizational Culture Shift & Creation after a Merger:** formed a team of middle managers, front line staff, and team leaders focused on integrating, managing, and protecting organizational culture and values.
- **Enhanced Meeting Productivity:** elevated meeting facilitation skills of individual contributors and managers, focusing on hybrid formats, inclusion, and productivity.
- **Embedded Collaborative Wellness for Burnt-Out Staff:** fostered peer support and workplace wellness by creating a bespoke program focused on small, incremental, habit-forming practices.
- **Leadership Transition for a General Manager:** Assisted a new General Manager at a family-run business in understanding team dynamics and aligning with board members, facilitating a smooth leadership transition.
- **Vision and Empowerment for a Founder:** Helped a President and Founder clarify their visionary role and delegate daily operations, empowering their team and enhancing organizational efficiency.

INDUSTRIES

- *Public & Non-profit
- *Educational & Research Institutions
- *Technology & Innovation

PAST CLIENTS

- *Wikimedia Foundation
- *Oregon State, Human Services Dept
- *TED
- *PIXAR
- *City of San Jose
- *AllTrails
- *City of Seattle, IT
- *The New York Times
- *Planetary Care

CREDENTIALS

- *MS, Organization Development
- *Positive Psychology Master Coach

CERTIFICATIONS

- *Hogan Personality Assessments
- *The 5 Behaviors of a Cohesive Team