



Exceptional Leaders International



Margarete Dupere PARTNER

Marge is an accomplished human capital executive driven by helping teams and organizations make the cultural, leadership and operational changes that will improve the results of their business. She believes organizational transformation starts at the individual level. She's energized by helping key leaders, emerging talent or entire organizations turn crucial corners and find success — to make that big shift or that focused calibration that yields better outcomes. She works with leaders to create an environment where teams bring their best selves, begin to realize their potential and have the opportunity to do great work.

Her human capital expertise is grounded in her own 25-year career as an executive in financial services, technology, and professional services. Adept at assessing needs and building both individual and team capability, she helps clients link the human capital strategy with the business strategy to drive results. Marge brings a wealth of experience to E.L.I. from both her corporate roles and consulting.

CONTACT

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BACKGROUND

As a senior vice president with State Street Corporation, where she spent 18 years of her career, Marge led large, global human capital organizations including Talent Acquisition, Diversity/Inclusion and Corporate Communications.

She was the Business Partner for the Chief Information Officer supporting global technology business units and the executive leadership team. Her impact improved business results through driving strategic alignment, increasing employee engagement and improving organizational efficiency. The initiatives she led changed the culture and leadership mindset, resulted in many “best places to work” awards for the company and recognition by clients, prospects and the marketplace.

As the former global head of Organization Development for Analog Devices she created the OD department, including design and deployment of the leadership framework and curriculum, succession management and internal coaching and consulting to business unit leaders. New norms and expectations of leaders, leadership behavior and business impact were embedded in the organization and operationalized across business and HR processes.

As a consultant and coach with Hay Group, and with LeadWell, LLC, a firm she founded before joining E.L.I., Marge worked with Fortune 500 companies, as well as small and middle-market firms in the healthcare, technology, life sciences and manufacturing sectors. Her clients were companies and leaders managing

periods of dramatic growth or merger and acquisition events, as well as those challenged by periods of underperformance and a need for transformation. Her expertise helped companies source and assess talent; create values-based cultures and strategically align teams; and build leadership capability and confidence that positively impacted business outcomes.

Marge holds an MA in Organizational Psychology and a BA in Psychology. She is a graduate of the External Coach Intensive Program at Columbia University and is a coach and facilitator for Harvard Business School's Executive Education programs. She is certified in a range of assessment tools and methodologies including Myers-Briggs Type Indicator (MBTI), Firo-B, PDI's Profilor (Executive and Manager), Hay's OCS (Org Climate and Leadership Styles) and Emotional and Social Competence Inventory (ESCI) and is a certified trainer in InsideOut Coaching.

OUTSIDE THE OFFICE

Marge currently serves as pro bono CHRO for Recover Together, a mission-based, early-stage company treating opiate addiction.

At the heart of her life is her family, devoted to sharing times, stories and great meals. She is an active gardener, cook, bicycler, hiker, yogi and tennis player, and is attempting to learn golf.

She is a former member of the Executive Development Roundtable at Boston University, former Board Member of the Worldwide Association for Cooperative Education (WACE), the Massachusetts Council of Churches and the State Street Philanthropy Foundation.