SAGE SERVICES GROUP LLC

Helping Mission-Driven Organizations Perform Through Change

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COMPANY OVERVIEW

Sage Services Group LLC helps mission-driven organizations transform how their people, programs and operations perform — especially during periods of complexity and change. We combine the rigor of mission-critical program environments with practical expertise in organizational transformation, workforce performance, learning and implementation. Our teams work alongside public-sector organizations to move from strategy to execution, strengthen operating performance, build workforce capability and sustain change over time.

SOLUTION PILLARS

Solution Pillar	What Sage Solves	Current Proof
Mission & Organizational Transformation	Reorganizations, operating models, change, process improvement, leadership alignment	State Department, Bureau of Indian Affairs, BLM
Workforce Performance & Learning	Workforce transformation, training, instructional design, competency development, adoption	MSDE, NIH, CMS, PG County
Mission & Program Performance	Program management, risk, safety/mission assurance, implementation, performance management	NASA, NOAA, federal agencies

Across all three pillars, Sage is organized around a single premise: mission performance during periods of complexity and change requires people, programs and operations to be addressed together, not as separate workstreams.

THE WISDOM METHOD™

Every Sage engagement is run on The WISDOM Method™ — a proprietary six-stage methodology applied consistently across all three solution pillars. Fixed deliverables and stage-gates at each step mean clients get the same disciplined process regardless of which pillar or team is engaged.

W · WEIGH	I · ILLUMINATE	S · SHAPE	D · DRIVE	O · OPTIMIZE	M · MATURE
Current-state baseline: risks, workforce, processes and performance	Stakeholder alignment: leaders, priorities and outcomes	Operating model, solution and implementation design	Execution, change management and training	KPIs, adoption, quality and outcomes	Governance, knowledge transfer and continuous improvement

DIFFERENTIATORS

Sage brings mission-critical rigor to every engagement, drawing on experience supporting complex, regulated and high-consequence government environments. Rather than stopping at recommendations, Sage helps clients implement, adopt and sustain change, treating organizational design, workforce learning and program execution as one integrated operating system. This is paired with technical and human-performance fluency — an uncommon combination of engineering and safety discipline alongside workforce, learning and organizational-change expertise — built over more than fifteen years of public-sector experience across federal, state and local organizations. A scalable partner model allows Sage to assemble specialized, multidisciplinary teams for larger or more technical engagements while maintaining accountable, single-point program leadership throughout.

SELECTED PAST PERFORMANCE

U.S. Department of State — Bureau of Administration	Supported a bureau-wide reorganization and creation of a Chief Information Office; specialized staffing, position-description updates, compliance reviews, leadership presentations and change implementation. Approx. $664K; Feb. 2023–Aug. 2025, extension in progress.
Maryland State Department of Education	Provides academic, STEM and social-emotional learning support under an extended-learning program at Hillcrest Heights Elementary and Benjamin Stoddert Middle School. Approx. $2.1M; Aug. 2024–July 2027.
NASA	Mission and program support, including systems engineering, safety and mission assurance, quality and reliability engineering, hazard analysis, verification and safety reviews across spaceflight and mission environments.
NOAA, DOI and other federal agencies	Organizational, workforce, communications and program-performance support across federal mission and administrative environments.
DHS-USCIS and NIH	Training, instructional design, communications, workforce transformation, process and implementation support across federal health and workforce programs.

IDEAL ENGAGEMENTS

Sage is best suited to organizations undergoing reorganization, modernization, leadership transition or operating-model change; programs that need stronger execution, governance, risk management or performance visibility; and workforces that must adopt new systems, policies, technologies, processes or ways of working. This includes mission environments where technical rigor must be paired with human performance and change adoption, and agencies seeking an implementation partner rather than a report-only consultant.

NAICS Code	Description
541330	Engineering Services
541690	Other Scientific and Technical Consulting Services
541990	All Other Professional, Scientific, and Technical Services
541611	Administrative Management and General Management Consulting Services
541618	Other Management Consulting Services
541620	Environmental Consulting Services
611430	Professional and Management Development Training

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