

# Steve Weichert

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## Senior Operations and Strategy Leader

Seasoned leader with over 20 years in healthcare management and political campaigns. Proven expertise in leading cross-functional teams, optimizing operations, and improving outcomes. Skilled in strategic planning, stakeholder engagement, and managing complex projects. Experience delivering results in fast-paced, dynamic environments across both sectors.

## WORK EXPERIENCE

### **Arizona Democratic Legislative Campaign Committee • Phoenix, AZ • 02/2020 - 09/2024**

#### **Campaigns Director • Full-time**

- Recruited, trained, and managed a diverse team of district managers, field managers, and finance managers, fostering a collaborative and results-oriented team culture.
- Provided ongoing coaching and development for campaign staff and volunteers, ensuring alignment with campaign priorities and messaging, while promoting growth and leadership within the team.
- Managed campaign budgets and resource allocation across districts to ensure cost-effective execution of field operations and advertising efforts.
- Introduced innovative solutions and best practices to address unique challenges, leading to more effective campaign strategies and improved team performance.
- Developed and implemented systems for data integrity and accountability, using quantitative and qualitative analysis to set benchmarks and drive campaign success.
- Orchestrated legislative campaign field operations by creating comprehensive precinct-level field plans, managing canvassing efforts, and overseeing volunteer training and engagement.

#### **Community Organizer/ Campaign Consultant • Full-time**

- Built and maintained relationships with key stakeholders, such as party officials, local organizations, elected officials, and community leaders to advance the campaign's goals.
- Recruited, trained, managed and mobilized a team of 200+ volunteers for two of the most heavily contested legislative races in Arizona. This resulted in 80,000 doors knocked, 20,000 direct voter calls and 38 flipped precincts in our candidates' favor.
- Directly canvassed well over 10,000 voters in Legislative District 4 during the campaign cycle.

### **State Legislative Campaign Manager • Full-time**

- Successfully managed two state legislative campaigns (for both State House and Senate) that increased voter turnout by 25% over the previous like presidential campaign cycle, resulting in a 1% margin of victory for the incumbent State House candidate.
- Coordinated and managed all aspects of both legislative campaigns, including the hiring and motivation of staff, fundraising, voter outreach, and volunteer recruitment.
- Raised a combined \$725,000 for both state legislative candidates, which represented a 67% increase for Legislative District 17 over the previous election cycle.

### **Hathority, LLC • Tempe, AZ • 12/2018 - 09/2019**

#### **Project/ Program Manager • Full-time**

- Developed and implemented scalable operational process flows and policies to streamline organizational efficiency and achieve revenue growth.
- Created managerial reports and key performance indicator dashboard for company-wide access and data visualization.
- Maximized on and offshore resources by overseeing large, technical data integration projects for various business verticals.
- Led implementation of Jira project management system, resulting in improved project communication and a 20% increase in overall efficiency.

### **Weichert for AZ Senate • Chandler, AZ • 01/2016 - 11/2018**

#### **Arizona State Senate Candidate • Full-time**

- Established and strengthened strategic relationships with current and previous Arizona state and municipal elected officials, business owners, and other influential local figures.
- Developed a large volunteer base of over 250 people, as well as strong and winning coalitions with varying community business and interest groups.
- Raised over \$120K to support ongoing campaign operations and communications in a district where Democratic state legislative candidates had never traditionally sought political contributions.
- Researched and analyzed issues and policies impacting urban and rural Arizona communities.

### **Gila River Health Care • Sacaton, AZ • 01/2013 - 05/2018**

#### **Clinical Support Director • Full-time**

- Improved performance of teams and departments using data-driven strategies; increased efficiency, effectiveness & success; analyzed data for decision-making & identified performance improvement opportunities; facilitated process improvement initiatives & conflict resolution.
- Identified, hired, trained and managed staff to ensure a competent and motivated team that met all departmental and personal goals, while following all organizational policies.
- Collaborated with Chief Medical Officer & department leaders to manage administration duties & operations for 12+ outpatient service lines across a multi-facility organization.
- Created and managed budgets, financial reports, and revenue projections for 12+ outpatient service lines to optimize healthcare operations and profitability.

- Monitored and evaluated healthcare performance metrics to assess progress towards achieving organizational goals and implementing corrective actions as needed
- Reduced average waiting time for patients of all service lines by 10-25% (varied by department) by analyzing patient flow trends, identifying bottlenecks, and implementing process improvements.

**Kristie O'Brien for AZ State Senate • Chandler, AZ • 01/2014 – 11/2014**

**Campaign Manager • Part-time**

**Gila River Health Care • Sacaton, AZ • 04/2009 – 12/2012**

**Clinical Data Analyst • Full-time**

- Designed Gila River Health Care's first clinical and financial data dashboards to enhance the monitoring of patient outcomes and processes while also increasing the organization's revenue.
- Optimized organizational efficiencies and improved access to quality healthcare by addressing operational and process-related issues.
- Extracted, cleaned, analyzed, and validated electronic health record data to generate reports and recommendations.
- Developed and delivered training on statistical/data analysis, process improvement, and software usage.
- Consulted with hospital departments on data needs assessments.

**Karyn Lathan for Arizona House • Chandler, AZ • 01/2012 – 11/2012**

**Campaign Manager • Part-time**

**EDUCATION**

**Master Of Business Administration**

University Of Phoenix • GPA: 4.0 • 01/2009 – 12/2010

**Bachelor Of Science Administration Of Justice**

San Jose State University • 09/1988 – 05/1994

**CERTIFICATIONS**

**Google Advanced Data Analytics Professional Certificate • 06/2023 – Present**

Google

**VOLUNTEERING & LEADERSHIP**

**Arizona Legislative District 17 Democrats • 11/2018 – 11/2020**

Chair • Chandler, AZ

**SKILLS**

Analysis, Attention to detail, Automation, Budgeting, Business Analysis, Business development, Business intelligence, Business Requirements Development, Business reviews, Campaign

Management, Change Management, Client management, Client Services, Coalition Building, Collaboration, Communication, Community Relations, Conflict Resolution, Consulting, Contract Management, Crisis Management, Cross-Functional Collaboration, Data Analysis, Data Cleaning, Data Collection, Data Integration, Data Management, Data Modeling, Data Quality, Data Science, Data Validation, Data Visualization, Descriptive Analytics, Develop reports, Documentation, Electronic Health Record, Event Planning, Financial Analysis, Fundraising, Google Suite, Healthcare, Influencing Others, Interpersonal Communications, JIRA, Key Performance Indicator development, Leadership, Looker, Management, Management Consulting, Media Relations, Microsoft Excel, Microsoft Office, Microsoft PowerPoint, Microsoft Project, Microsoft SQL Server, Microsoft Visio, miniVan, Mobilize, Nationbuilder, Negotiation, Non-profit Management, Operational Excellence, Organization, Organizational Performance, Persuasion, Policy Analysis, Policy Research, Political Fundraising, Political Strategy, Predictive Analytics, Prescriptive Analytics, Presentation, Problem Solving, Process Improvement, Project Management, Public Relations, Public Service, Public Speaking, Python, Python Numpy, Python Pandas, Qualitative Data Analysis, Quality Improvement, Quantitative Data Analysis, Relationship Building, Relationship Management, Reporting, Reports and dashboards, Research, Resource Management, Resource Mobilization, Revenue Growth, Risk Management, Self-starter, Slack Software, Social Media Platforms, SQL, SQL Server Management Studio, Stakeholder Engagement, Stakeholder Management, Statistics, Strategic Alignment, Strategic Alliance, Strategic Decision-Making, Strategic Partnership, Strategic Planning, Tableau Software, Team Building, Team Motivation, Time Management, Total Quality Management, Training, VAN, Vendor Management, Volunteer Management, Volunteer Recruitment, Votebuilder, Warchest, Writing, Written Communication, Public Service, Volunteering