



Jennifer Weiss, PhD

Senior Consultant & Executive Coach

Jennifer Weiss, PhD, is a Senior Consultant and Executive Coach for Highland Performance Solutions. As an industrial psychologist, Dr. Jennifer Weiss is dedicated to enhancing and optimizing talent and leadership in organizations. She specializes in executive assessment, employee selection, development, coaching, team building and retreat facilitation, and HR analytics and architecture. Combining the rigor of assessment methodology and up-to-date knowledge of leadership theory and research with strengths in compassion, authenticity, objectivity, and challenge, she customizes her approach with every engagement to best meet client needs.

With extensive experience in leader and team assessment and coaching as well as serving as a strategic advisor and thought partner to business leaders, Dr. Weiss is passionate about strengthening business results and organizational health through the cultivation of human capital. After beginning her career in organizational effectiveness at United Airlines, she has provided executive consulting services for over 20 years. Dr. Weiss works with a broad array of clients, including Ascension Health, Argonne National Laboratory, BP, Career Education Corporation, Chicago Public Schools, the Chicago Design Museum, ARCADIS, Froedtert & the Medical College of Wisconsin, Premier Farnell, Family Rescue, ACCESS Health Systems, Inland Steel, M&M Mars, McDonalds, Microsoft, United Airlines, W. W. Grainger, KONE, and Baxter Healthcare.

After receiving her Bachelor's degree in Psychology from the University of Texas at Austin, Dr. Weiss received a fellowship for her M.S. and Ph.D. degrees in Industrial and Organizational Psychology from the Illinois Institute of Technology. She is a member of the American Psychological Association, Society for Industrial and Organizational Psychology, and Society for Human Resources Management. She is trained and experienced in a wide variety of assessment tools and methodologies and skilled at tailoring engagements to maximize the impact and benefit for the organizations she serves.

To maintain a balanced perspective on life and work, Jennifer spends time traveling, scuba diving, reading novels and non-fiction, training her rescue dogs, and attending concerts. Dr. Weiss provides volunteer consulting services for select non-profit groups such as Family Rescue, Chicago Design Museum, and Active Transportation Alliance. She's also provided low-cost executive coaching services for leaders of energy and utility companies in Africa and Central America through a USAID initiative. Additionally, she is active with Chicago business and neighborhood associations and recently served as Vice President of the Roscoe Village Chamber of Commerce.