



Doug Weir is a co-founder and CEO of Alpha Insights in Toronto and a key connection to Big Data talent in Canada.

He has over 40 years of business development, consulting, executive search and coaching experience in the Canadian IT community.

Over three years with a Big Data software start-up led to the decision to help clients identify opportunities to use big data and to assist emerging technology companies in delivering their solutions.

Improving poor returns on data investments, transforming dated business models, and capitalizing on endless opportunities for innovation are behind the creation of Alpha Insights.

Career

- Co-Founder, Alpha Insights
- Boyden global executive search, Managing Director
- Outside Intelligence, SVP Business Development
- The Weir Group, Founder & President
- Management Dimensions, Vice President
- Quantum Information Resources, Branch Manager
- IBM Canada, Marketing Representative

Professional

- Past board member, ITAC Ontario
- A.E.S.C.
- B.A. University of Waterloo

Representative Accomplishments

- Led multiple successful executive search engagements to recruit senior IT executives for both government & private sector clients.
- Recruited the senior talent and solution partners that make up the exceptional Alpha Insights ecosystem
- Led the initial planning, strategy, and business development for a big data software start-up that today is recognized as an innovative leader in identifying risk and fraud.
- Led/facilitated leadership assessment and development exercises for both government and private sector organizations, improving team dynamics and performance
- Co-developed the concept of employing executive coaching as a rapid alignment tool, using teams of coaches to support transformation and embed desired behaviors in management teams.
- Coordinated development of an automated competency management system for a major Canadian corporation, shifting accountability for career development to employees, reducing training costs and improving learning effectiveness.
- Led the development of the competency model and profiles that underpin the Canadian Information & Communications Technology Council offerings.
- Coordinated a project to restructure the information technology organization of a major Canadian Financial Institution to more effectively deliver service to clients across Canada. Project was highly successful, resulting in more cost-effective service delivery and improved employee morale