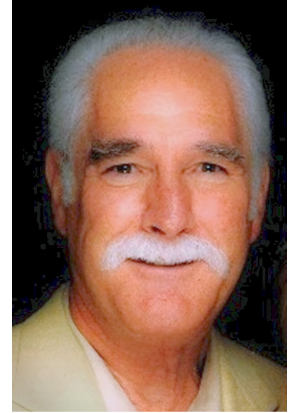


Roger A. Baker

PHILOSOPHY STATEMENT

Change that impacts individuals and organizations is inevitable. The choice we have in the change process is to either lead and plan for change or fail to plan and be forced to react as change occurs. Being proactive and leading change can provide much more favorable outcomes for ourselves and our organizations. Leading change requires the development of key leadership and planning skills. I help individuals and organizations learn the leadership and planning skills to assess and pursue opportunities for change that can provide a much more positive and rewarding future.

AREAS OF EXPERTISE/RESULTS

- Coaching
- Team building
- Strategic planning
- Meeting facilitation
- Conflict resolution
- Leadership development
- Executive mentoring
- Organizational change
- DiSC Personality Assessment
- Myers-Briggs Psychological Type

EXPERIENCE / SELECTED PROJECTS

- Over 28 years of experience in developing and implementing leadership and organizational change management programs
- 12 years of experience in successfully developing and leading organizational change programs as chief executive of two public safety organizations
- 5 years of leadership and management program development experience with the Walt Disney Company
- Developed and presented behavioral management, leadership, and organizational development related courses and programs for Chapman University, California POST, California Department of Justice, law enforcement agencies and police academies
- Facilitated the development of strategic leadership and planning programs for the University of Washington Police Department, University of Oregon Police Department, Highline School District and other public safety agencies and educational institutions

CREDENTIALS

- B.A. Psychology, Chapman University
- M.A. Counseling Psychology, Chapman University
- Graduate Certificate, Organizational Leadership, Chapman University
- 3 Lifetime California college-level teaching credentials
- Federal Bureau of Investigation National Academy Graduate
- U.S. Department of Justice Command College Graduate
- Police Chief Executive Certification for California & Washington
- Certified Professional Coach
- Certified Myers-Briggs Type facilitator

SELECTED CLIENTS

- UW Police Department
- City of Everett, WA Police Department
- Highline School District 401, WA
- University of Oregon Police Department
- City of Puyallup, WA Police Department
- South King County Fire District

Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.