

Ujima E. Donalson**PHILOSOPHY STATEMENT**

I believe in the unique and tremendous potential for success that lies within all individuals. It is also my belief that successful employees contribute to the overall success of the team. With proper planning the workplace can be a source of empowerment and engagement. I enjoy working with leaders and teams to create workplace environments where people feel connected, committed, and productive.

In order to shift a workplace culture, leaders must remember that atmosphere is a response to leadership influence, a sustained atmosphere produces a climate, and a sustained climate creates a culture.

MY APPROACH

When consulting, I take a collaborative approach; I seek to partner with clients to develop solutions that will be the most effective for their teams.

AREAS OF EXPERTISE/RESULTS

- Team Development / Effective Team Skills
- Presentation Skills
- Interpersonal and Organizational Communication
- Change Management
- Retreat Design and Facilitation
- New Employee Orientation and On-Boarding
- Curriculum Development and Instructional Design
- Process Improvement
- Leadership Development / Coaching

EXPERIENCE / SELECTED PROJECTS

- Customized workshops: I work with you to design a workshop that meets the needs of your group. Some popular topics are: Communication Styles, Teambuilding, and Managing Change.
- Retreat Facilitation: I help plan and facilitate retreats that meet your organizational needs, enhance teamwork, and engage employees.
- Orientation Programs: I provide assistance in creating robust orientation and on-boarding programs for new employees that will positively impact employee retention.

CREDENTIALS

- M.Ed. Adult Education and Training
- B.A. Communication Studies: Interpersonal and Organizational Communication
- Project Management Certificate
- Certified Professional Coach
- Certified HPT (High Performance Training) Facilitator
- Emotional Quotient Inventory (EQ-i) Certification

SELECTED CLIENTS

- CWTAP, University of Washington
- Orthopaedics, University of Washington
- Seattle Public Schools
- Bank of America
- UW School of Social Work
- Logos Life Network & Leadership Institute
- Positive Success for Teens, HJTT of WA
- Berean Love & Bible Fellowship

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