

Dee Endelman, Keys Organizational Consulting, LLC

PHILOSOPHY STATEMENT

I help people and their organizations make the changes they need to create the future they want. The majority of people want to create a positive future for themselves, their families, their organizations and their communities. What they often need is a better understanding of how to use the keys that unlock their own greatness.

I approach projects from a whole systems perspective and work collaboratively with clients to unlock the greatness within each person, group or organization through:

Designing and facilitating strategic conversations: Developing roadmaps for change to reach important goals including strategic planning, conflict and complex issues resolution, board and team development.

Supporting effective collaboration: Engaging with groups to help them reach goals together while resolving conflicts, and strengthening trust, respect and communications

Coaching for personal leadership: Giving individuals and groups tools to work from their greatest strengths.



AREAS OF EXPERTISE/RESULTS

- Organizational change
- Team building
- Partnership
- Leadership coaching
- Group facilitation
- Board and management team development
- Communication
- Multi-stakeholder processes

EXPERIENCE / SELECTED PROJECTS

- As an organizational development consultant & human resources executive, over 30 years of experience in all phases of the human side of business in all three sectors of the economy.
- Experience in diverse industries and organizations including those engaged in: education; governance; banking; retail; wholesale distribution; hospitality; utilities; agriculture; food processing; health care; public health; technology; environment; the arts; transportation; public safety; and professional services
- Work with all organizational levels, from governing bodies & leadership teams to line staff and across organizations and with groups seeking to partner.
- Design and facilitate collaborative change processes from individual meetings and retreats to major organizational change efforts.
- Develop and deliver training tailored to client needs in: personal leadership; building and leading teams; meeting facilitation; internal consulting; strategic planning; interpersonal communications; conflict resolution & collaboration.
- Coached numerous individual contributors, leaders and teams in personal leadership development and effective performance.

CREDENTIALS

- B.A. English & American Literature, University of Pennsylvania
- M.A., Organizational Development (Whole Systems Design), Antioch University-Seattle
- Adjunct faculty, Antioch University-Seattle
- Certificate of Competency, Systems Renewal Consultation, International Institute for the Study of Systems Renewal
- Myers Briggs Type Indicator Administrator & Trainer
- President, Board of Trustees, OSR-NW Masters Program, Seattle University

SELECTED CLIENTS

Amazon.com; Atkinson Construction Company; City of Bainbridge Island; City of Lake Forest Park; City of Mercer Island; Community for Youth; College & University Work/Family Association; Foundation for Jewish Camping; Holland America Lines; King County Department of Natural Resources and Parks; King County Department of Adult and Juvenile Detention; Microsoft Corporation; Philips Medical Systems; Puyallup Public Library; Seattle-King County Public Health; Sound Transit; Talyst, Inc.; The Evergreen State College; University of Washington; Washington State Board of Education; Washington State Department of Transportation; Washington State Human Rights Commission; University of Washington

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