

Lucy Garrick

MY APPROACH

I help my clients to become more effective and vital in their jobs, organizations, communities, and lives. I approach each client's situation as a unique collaborative work. I work with you to identify appropriate resources, methods and tools to help you achieve the outcomes you desire. I focus on coaching my clients to think critically about the present, plan effectively for the future, develop leadership capacity at all levels, address tensions and improve communications.

I approach our work together from an organizational systems perspective, drawing on over 30 years as a manager and leader who has walked in your shoes and brings a wealth of experience. Our work together will likely include:

- *Formal or informal assessments* to understand longer term patterns leading up to the challenge you wish to address.
- *Project designs* to address your organizational needs, schedule and budget.
- *Facilitation, teaching and coaching* to engage stakeholders and provide tools to both tackle current issues and build organizational capacities for when our work together is complete.

AREAS OF EXPERTISE/RESULTS

- Individual and organizational assessments
- Meeting retreat design and facilitation
- Change and transition management
- Collaborative teaming
- Systems thinking and skills development
- Designing effective approaches to complex issues
- Leadership development and coaching
- Effective communication
- Strategic and operational planning
- Program and IT design and project management

EXPERIENCE / SELECTED PROJECTS

- Over 30 years in strategic and senior management roles, consulting and coaching with organizations from start-ups to global enterprises.
- Successful consulting engagements in a wide variety of clients sectors including: government, non-profits and corporate. Industry sector experience includes: education, technology, financial services, healthcare, libraries, legal and public policy, transportation, eco-sciences, the arts, advisory groups and volunteers.
- Working with all organizational levels: governance, executive, line management, emerging leaders and staff.
- Teaching organization change, teaming, planning and leadership topics at undergraduate and graduate-level.
- Successfully create and deliver collaborative change projects as custom-designed retreats and meetings, workshops, program services and project leadership.
- Deliver individual coaching for executives and emerging leaders as well as teaching peer coaching skills and collaborative practices to teams.

CREDENTIALS

- M.A. Whole Systems Design/Organizational Change and Leadership, Antioch University, Seattle
- B.S. Information Systems Management, University of San Francisco
- Published in journals on change management, leadership, partnership and collaboration
- Certified in Satir Systemic Transformational Therapy, Satir Institute of the Pacific
- Certified Trainer in Change and Transition Management for individuals, organizations and diverse groups.
- Administrator and Trainer in Myers-Briggs Type Indicator, FIRO-B, TKI Conflict Styles
- Member/Conference Speaker, International Leadership Association

SELECTED CLIENTS

- OSR Masters Program/Seattle University
- Youth Suicide Prevention Program of WA
- Healthservices Northwest
- Bellevue Community College, Adjunct faculty, Adult Education
- The Nature Conservancy
- Seagate Technologies



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