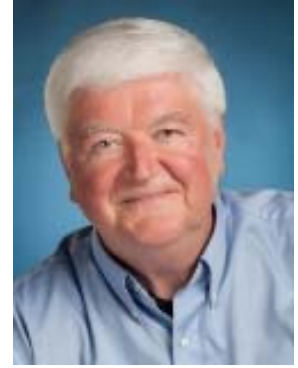


Ness Consulting – Robert L. Ness, M.A.

PHILOSOPHY STATEMENT

We spend much of our life with co-workers in our work environments. We should settle for nothing less than having work experiences that manifest results of which we can be proud, and work in contexts in which we can excel. I work as trusted counsel and partner to leaders of organizations, their Boards and teams, and believe that organizational effectiveness comes from empowerment and alignment of all the people and structural aspects of an organization. I particularly enjoy seeing my work result in ahah's, creative solutions, and synchronicity between desired goals and action. It is a great privilege to share the experience and applied intentions of clients who wish to improve their organizations to accomplish missions of importance.

AREAS OF EXPERTISE/RESULTS

- Executive & Leadership Coaching
- Team Development
- Strategic Planning
- Board Development and Training
- Organization Development
- Facilitation: Meetings and Retreats
- Leading and Managing Change
- Cultural Competency
- Innovation & Creativity
- Negotiations and Conflict Management
- International Organizations and Development

EXPERIENCE / SELECTED PROJECTS

35 years of experience in complex consulting assignments to organizations combines work in nonprofit, government, and business, with extensive international and cross-cultural experience. A broad range of clients in profit, non-profit and government. Executive of nonprofits, experience on 25 nonprofit Boards, including founding and leading several Boards. Faculty roles at 9 NW colleges and universities. Founder, Global Leadership Forum. 16 years with Leadership Tomorrow. UW Foster Business School GSEC Advisory Board, family foundation Board.

CREDENTIALS

- Kennedy School of Government, Harvard University, Executive Program for Leadership Education—2001.
- Harvard Law School, Certificate Program of Instruction for Lawyers--Negotiations—1989
- University of Colorado at Boulder, Sociology—1976
- M.A. Counseling Psychology, University of Oregon—1968
- B.A. Clinical Psychology, Lewis and Clark College—1967

SELECTED CLIENTS

University of Washington , Alliance for Education, GTE, Washington Health Foundation, Starbucks Coffee, Washington Bar Association; Deloitte Touche, Group Health Cooperative, United Way of America, , Governor's Office of Economic Development, Social Venture Partners International, Pilchuck Glass School, PATH, Komen for the Cure, Kellogg's Foundation, City Club, Leadership Tomorrow, Meany Hall. International consultation includes work in USSR/Russia, Mongolia, China, Eastern Europe, Kosovo, Ukraine, S.E. Asia

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