

Lynda Silsbee – Performance Dimensions Group**PHILOSOPHY STATEMENT**

Performance Dimensions provides the resources and skills to nurture organizations along the path to achieving high performance. We believe that when people, process, and strategy align, GREAT things happen. We provide the highest caliber professionals: experienced people with courage, creativity, integrity and a passion for facilitating organizational and individual effectiveness. Our clients consistently achieve results because we work in partnership with you to craft tailored solutions that meet your specific needs. Simply, we help you LEAD, GROW, and INSPIRE successful organizations.

AREAS OF EXPERTISE/RESULTS

- Organization Assessment & Organizational Design
- Leadership Team Effectiveness & Executive Coaching
- Human Performance Improvement
- Professional Skills Training & Development
- Leading & Managing Change
- Strategic Human Resource Planning & Alignment
- 360-Degree assessments & job-match assessments
- Facilitation and Retreat Planning
- Performance Management & Competency Modeling
- Leadership & Management Development
- Strategic & Business Planning
- Team Building & Group Dynamics
- Performance Coaching

EXPERIENCE / SELECTED PROJECTS

- Developed strong relationships and performed consulting, facilitation, coaching, and performance management work for more than 50 clients since starting the consulting business in 1999.
- Friends of Youth—Non-Profit: Facilitated strategic planning for the organization, including the design of the meeting agenda, activities and content; facilitation of the business meetings; managing group dynamics, participation and conflict; and preparing meeting summary reports with action items and recommendations.
- Seattle Cancer Care Alliance: Provided a comprehensive organizational assessment of the culture, structure and job designs for alignment with the strategic & growth plans. Recommended potential org/job/role structures that would be more effective to achieve the organization's goals. Identified career paths and succession priorities for key leadership roles within the organization.
- Seattle Cancer Care Alliance: Provided performance coaching focusing on improving a talented individual's performance by targeting and the modifying specific skills and behaviors that were impeding success.

CREDENTIALS

- B.A. Business Administration, UW - Concentration in Organizational Behavior
- Adjunct Faculty for Seattle Pacific University's HR Certification Course
- Human Performance Technology Certificate Course, Seattle Pacific University, 2003
- Certified Sr. Professional in HR – SHRM
- Certified Performance Technologist - ISPI, 2003 (current through 2015)
- Conflict Dynamics Profile certified coach & trainer
- Master Certified Trainer/Facilitator - NetSpeed Learning Solutions, 2008
- Certified Virtual Training Facilitator - NetSpeed Learning Solutions, 2009
- Master-level Certified Consultant - Profiles International Assessments, 2011
- CheckPoint Leadership360; Master-level Certified Consultant - Profiles International, 2011

SELECTED CLIENTS

- Fred Hutchinson Cancer Research Center
- City of Seattle – Seattle Public Utilities
- Federal Aviation Administration
- Pacific Medical Centers
- Seattle Cancer Care Alliance
- King County Elections
- Seattle Public Schools
- The Bill & Melinda Gates Foundation

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