

**M. Peter Scontrino, Ph.D. – Scontrino-Powell**

## PHILOSOPHY STATEMENT

My philosophy embraces five points:

1. Meet all of my client's expectations
2. Provide customer-focused and cost effective consulting services
3. Develop client skills that allow orderly project transitions
4. Maintain a reputation for excellence in customer service
5. Create client relationships based upon mutual respect, fairness, trust, and integrity



## AREAS OF EXPERTISE/RESULTS

- Performance Management
- Employee Selection
- Training and Development
- Coaching
- Teambuilding
- LEAN and Continuous Improvement
- Change Management
- Employee Surveys

## EXPERIENCE / SELECTED PROJECTS

- Dr. Scontrino has conducted employee development seminars for the City of Redmond's supervisors, managers, and directors. Topics include: facilitation, process improvement, problem solving, brainstorming, organizational analysis, decision-making, performance management, employee coaching, and communication. Trainees go on to facilitate cross-departmental process improvement teams aimed at improving the city's efficiency and ability to serve its residents.
- This year at Dyhana Pura University in Bali, Indonesia, Dr. Scontrino facilitated a strategic planning session and conducted an organization effectiveness study of the university. The results were used to begin a design and expansion phase of the university from one major to ten majors. All university leaders were involved in the process.
- Dr. Scontrino recently worked with the leadership team of Public Health to implement King County's Employee Performance and Accountability System. This system focused on using cascading goals and targets that grew out of the department strategic plan. As part of this work, Dr. Scontrino prepared a self-study guide on how to set cascading goals, targets, and expectations. The result was that each member of the leadership team had clear performance goals and performance expectations that would be used as part of their annual performance review.

## CREDENTIALS

- Ph.D., Industrial/Organizational Psychology, Michigan State University
- M.A., Industrial/Organizational Psychology, Michigan State University
- B.A., Psychology, Seattle University
- Chair, Puget Sound Assn. of Organizational Psychologists, 1992 - present
- Licensed Psychologist, State of Washington and Canada
- Certificate of Professional Qualification, Psychology
- Certified Flight Instructor & Commercial Pilot, Helicopter
- Board of Directors, Washington State Psychological Association, 2004 – 2008

## SELECTED CLIENTS

- UW: School of Medicine; School of Nursing
- Seattle University: School of Education
- Washington State University
- City of Redmond
- Port of Seattle
- PATH
- State Board for Community and Technical Colleges
- University of Alaska
- Weyerhaeuser
- Microsoft
- Association of Washington Cities
- Federal Way Public Schools

Contact the Alliance at 206-616-8461 OR [alliance@u.washington.edu](mailto:alliance@u.washington.edu).