

## Steven Soltar

### PHILOSOPHY STATEMENT

Organizations and the people within them are all part of a dynamic, complex system. Understanding the system comes through identifying the key points of connection that shape your current beliefs, actions and performance outcomes. A refreshed and enhanced awareness allows you to reframe and realign these connectors to create more effective strategies and tactics. The changes you choose to make can energize you and your stakeholders, allowing for more inclusive, collaborative and productive agreements.



### MY APPROACH

As I facilitate, coach and make recommendations, I do so in ways that build your confidence, respecting your authenticity and skills. As an outside observer I remain independent, yet deeply committed to your success. My perspective serves as a means and invitation to reflect on and revise your own. I help my clients productively explore their disagreements because doing so typically results in a deeper understanding yielding a greater number of viable options for a broader constituency throughout your organization.

### AREAS OF EXPERTISE/RESULTS

- Facilitation
- Change Management
- Executive Coaching
- Multiparty role and values clarification and negotiation
- Alternative Dispute Resolution
- Addressing institutional barriers to inclusiveness

### EXPERIENCE / SELECTED PROJECTS

- **Facilitation:** Helped conveners plan for and then draft a university consortium's definitional white paper. Project involved participating academic, governmental and industrial representatives from local, national and international institutions.
- **Executive Coaching:** Provided an organizational readiness assessment, followed by consultation and coaching of the newly appointed chair of two merging academic departments at the University of Washington.
- **Change Management:** Facilitated a successful paradigmatic change in how this client planned, funded and carried out research projects. Using facilitation, chartering, negotiation and customized training, I helped senior scientific managers, principal investigators and financial staff move from competitive individualized funding to collaborative planning, funding allocation and interdisciplinary research work. This change allowed scientists to make decisions based on the agency's scientific priorities rather than on previously competing administrative needs.
- **Conflict Resolution:** Developed and led a process to defuse interpersonal tension between two highly placed executives in a matrixed organization. Helped my clients clarify roles, responsibilities and authorities for all other executives with similar roles in this system.

### CREDENTIALS

- M.F.A. California College of Arts & Crafts
- B.A. Antioch College, Yellow Springs, Ohio
- Faculty, Federal Executive Institute, Leadership for a Democratic Society Program
- Faculty, School of Business & Economics, Seattle Pacific University
- Group Dynamics Internship, Psychology Department, University of California, Berkeley

### SELECTED CLIENTS

- University of Washington, Department of Earth & Space Sciences
- University of Arizona
- University of Sacramento
- The Squaxin Island Tribe
- City of Bainbridge Island
- Federal Executive Institute, Leadership for a Democratic Society Program
- U.S. Geological Survey
- Fred Hutchinson Cancer Research Institute
- Seattle Keiro
- US Army Corps of Engineers

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