

## Susan Templeton

### PHILOSOPHY STATEMENT

I believe there is excellence in everyone that is revealed when we play to our strengths. As a consultant, I apply my collaborative work ethic and relationship-building skills to leadership and staff development. I enjoy working with managers to develop strength-based teams and create supportive and productive work environments that bring out the best in staff.



### AREAS OF EXPERTISE/RESULTS

- Organizational, leadership, and employee development
- Workforce planning from the perspective of both leaders and staff
- Recruiting, hiring, retaining, developing, and managing employees
- Building strength-based teams
- Competency and strengths assessment
- Career development and transition
- Individual counseling and development planning
- New employee orientation and on-boarding

### EXPERIENCE / SELECTED PROJECTS

- More than 20 years' experience as a career counselor, facilitator, and program developer
- Consult with managers on topics related to individual career and organizational development
- Work with UW departments to create career development plans across all levels
- Facilitate custom presentations and team retreats; develop and deliver training to help managers support staff career and professional development
- Co-facilitate UW Strategic Leadership Program (SLP); teach Professional & Organizational Development quarterly courses
- Led diverse team of 22 managers and staff in the design of a career development program for 20,000+ employees at the University of Washington
- Created and delivered career transition services for 500+ UW staff

### CREDENTIALS

- M.Ed. in Human Development from Harvard University, Graduate School of Education
- Certified Dependable Strengths Facilitator and Master Trainer
- Core Strengths Facilitator
- Liberating Structures Facilitator
- Myers-Briggs Type Indicator, Step I and Step II
- Strong Interest Inventory

### SELECTED CLIENTS

- College of Arts & Sciences
- College of Engineering
- Custodial Services
- Housing & Food Services
- International Training & Education Center for Health (I-TECH)
- UW Advancement
- UW Bothell
- UW Libraries
- UW IT Leadership Development Program
- UW Tacoma

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