

Praxis HR – Jeff Turner

PHILOSOPHY STATEMENT

Every organization and the individuals within it have unique strengths. As a consultant and advisor, my role is to assist leaders and teams to discover and apply their talents and skills to ensure individual and collective success.

My approach to consultation involves a partnership with clients to discover their goals and priorities; a systems perspective; facilitation of communication with individuals and teams to help them discover their resilience; meticulous analysis of the factors that add to or detract from overall goals; and thoughtful synthesis to identify changes that will ensure success.



AREAS OF EXPERTISE/RESULTS

- Organizational and Climate Assessments
- Change and Transition Consulting
- Retreat Planning and Facilitation
- Strategic and Operational Planning
- Team building
- Leadership/Management Coaching
- Leadership/Management Training
- Diversity, Inclusion and Cultural Competence Consulting
- Mediation/Conflict Management

EXPERIENCE / SELECTED PROJECTS

- Conduct organizational assessments and analysis; developed findings, conclusions and recommendations related to leadership effectiveness, communications, accountability, work processes, and morale.
- Design and facilitate leadership retreats; selected topics include Leading during Transition, Effective Leadership, Change Management, and Strategic Planning.
- Conduct climate assessments; assist with the development and implementation of recommendations.
- Design and facilitate strategic planning retreats for university business units, boards, and committees.
- Provide mediation, conflict resolution and facilitated negotiation services.
- Provide leadership coaching for department chairs, executive directors, faculty and administrators.
- Provide change and transition consulting for academic departments related to incentive structures, leadership, and programmatic changes.
- Design and facilitate core competency development for university administrative departments.
- Provide on-going employee relations consulting services in collaboration with university human resources team.
- Provide facilitation and meeting management training for department chairs and committee members.

CREDENTIALS

- Managing Partner, Praxis HR, a human resources and organizational development consultancy
- Certified Mediator
- Former Associate Dean and Assistant Professor of Management
- Bachelor of Arts Degree, Economics and Plan II, University of Texas at Austin
- Doctorate of Jurisprudence, University of Texas at Austin
- National Advisory Council Appointee, U.S. Small Business Administration

SELECTED CLIENTS

- UW School of Medicine
- UW School of Business
- UW College of Arts & Sciences
- UW Capital Projects
- Other higher-education clients: Seattle University (School of Business, College of Education), University of Puget Sound (College of Arts and Sciences, Alumni Relations, Human Resources, Capital and Planned Giving), City University (School of Business)

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