

Win Win Resolution – Rich Fisher

PHILOSOPHY STATEMENT

We have the ability to raise challenging issues and facilitate difficult conversations that lead to the resolution of crucial issues. The result is a commitment of the participants to accomplish their common goals and a structure that supports individual accountability for the actions necessary to accomplish those goals.

We bring to the design and facilitation of our sessions our experience in project management, business consulting, organizational partnering, conflict resolution, and the practice of law.



AREAS OF EXPERTISE/RESULTS

- Conflict resolution/mediation
- Meeting and retreat planning and facilitation
- Organizational review/restructuring
- Strategic planning facilitation
- Team building / team issues facilitation
- Employee development – Conflict to Partnership Skills; Partnering Skills
- Keynote speaking – “The High Cost of Conflict and What to do About it”; “The Power of Organizational Partnering”
- Process Improvement

EXPERIENCE / SELECTED PROJECTS

- We planned and facilitated partnering sessions for the UW Urban Horticulture Restoration and the UW Conibear Shellhouse Construction Projects. The sessions brought together UW leaders, project architects and engineers, contractors and subcontractors to establish effective communications and problem-solving processes. Potential project issues were resolved ahead of time in order to complete the projects on time and on budget.
- Resolved a labor-management dispute between corporate management and medical staff of a national healthcare practice. Helped the parties re-establish effective working relationships and a newly productive business model.
- Helped physicians and support staff in a medical practice to resolve conflicts and develop effective procedures and practices.
- Facilitated meetings of seven offices of the U.S. Army Corps of Engineers, Seattle District, to resolve operations, management, and multi-million dollar issues pertaining to the dams that generate power for the Bonneville Power Administration.
- Provided consulting to Sound Transit (North Shore Commuter Rail and the University Link Light Rail Projects) including executive and technical team meetings, conflict resolution, strategic planning, partnering sessions, and executive coaching.

CREDENTIALS

- J. D., Georgetown University Law Center
- Member WA State Bar Association
- Authored 3 books and designed 3 training programs on transforming conflict into partnership
- Certified Mediator, WA Mediation Association in Commercial, Construction, Environmental, International, Organizational, and Public Policy
- Certified in Creative Strategic Thinking, Project Alignment, and Project ReAlignment

SELECTED CLIENTS

- University of Washington
- Sound Transit
- American Whole Health
- King County, WA
- WA State Department of Transportation
- California State University System
- University of Arizona
- Seattle District, U.S. Army Corps of Engineers
- U.S. Naval Facilities Engineering Command, Northwest

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