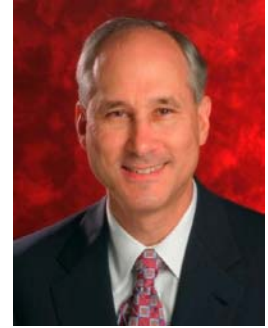


Dennis Dennis, PhD – Care Full Conflict, LLC

PHILOSOPHY STATEMENT

People are either a constructive or a destructive force in their workplace. Apathy, withdrawal and discouragement are symptoms of deeper problems. Leaders must remove obstacles and inspire team members to use their talents to achieve the mission. This is especially true in difficult times. I am committed to helping leaders and teams identify, mobilize, and coordinate their talents to meet the challenges they face every day.



AREAS OF EXPERTISE/RESULTS

- Align organizational culture and strategy
- Transform apathy and antipathy
- Develop and use emotional intelligence
- Rebuild trust after betrayal or investigation
- Lead through budget and/or staff cuts
- Develop underperforming staff
- Hostile workplace, bullying, harassment
- Strengthening resilience to incidents

EXPERIENCE / SELECTED PROJECTS

- Advisory Board, Eckerd College Center for Conflict Dynamics
- Advisory Council, Spectrum Dance Theater
- Assistant Secretary, Washington State Department of Health
- Veterans Affairs, Office of Resolution Management, Consultant
- Vice President, Human Resources & Organization Development (for-profit company)
- Auxiliary Clinical Faculty, University of Washington, Psychology Department
- Central Washington University, Assistant Professor, Master of Science in Organization Development (MSOD), an executive education program
- Volunteer, Critical Incident Stress Debriefing /Disaster Mental Health, American Red Cross
- Board Member, Seattle Crisis Clinic

CREDENTIALS

- Harvard University, National Preparedness Leadership Initiative (2010)
- Washington State Psychological Association, Sustained Service Award (2009)
- University of Washington, Foster School of Business, The Management Program (1999)
- Swedish Medical Center, Clinical Psychologist privileges (1988 – 1995)
- Purdue University, PhD, Clinical & Organizational Psychology (1980)
- Licensed psychologist (WA #855, 1983 – present)
- Washington State Department of Health, Emergency Preparedness Excellent Performance (2010)
- Eckerd College, Center for Conflict Dynamics, Certified as Master Trainer (2003)
- Human Resources Certification Institute, Senior Professional in Human Resources (1996)
- Washington State Psychological Association, President (1989) & Treasurer (1985)
- Registered Nurse (WA #66267, 1979 - present)
- Naval Officer, National Naval Medical Center, Bethesda, MD (1972 - 1974)

SELECTED CLIENTS

- Alaska Airlines
- Boeing
- Bonneville Power Administration
- Department of Corrections
- Federal Aviation Administration
- Harborview Medical Center
- Microsoft
- Seattle University
- South Seattle Community College
- Veterans Affairs Medical Centers
- Virginia Mason Medical Center
- Highline Community College

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