

Dee Endelman, Keys Organizational Consulting, LLC**PHILOSOPHY STATEMENT**

I help people make the changes they need to create the future they want. The majority of people want to create a positive future for themselves, their families, their organizations and their communities. What they often need is a better understanding of how to use the keys that unlock their own greatness.

I am a coach, and former facilitator, consultant, trainer and human resources executive with over 30 years of experience in all phases of the human side of business.

AREAS OF EXPERTISE/RESULTS

- Leadership Coaching – giving individuals tools to work with from their greatest strengths
 - Successfully coaches executives and managers to develop in their work as collaborative, empathetic leaders.
 - She has coached boards, leaders, teams and entire organizations in collaborative methods for creating organizational shifts, holding strategic conversations, and resolving complex issues.
 - She currently has intentionally limited her practice to coaching individuals.

EXPERIENCE / SELECTED PROJECTS

- As an organizational development consultant & human resources executive, over 30 years of experience in all phases of the human side of business in all three sectors of the economy.
- Experience in diverse industries and organizations including those engaged in: education; governance; banking; retail; wholesale distribution; hospitality; utilities; agriculture; food processing; health care; public health; technology; environment; the arts; transportation; public safety; and professional services
- Coached numerous individual contributors, leaders and teams in personal leadership development and effective performance.
- Before starting Keys Consulting in 2005, Dee was Senior Associate for the consulting firm of Agreement Dynamics, Inc. She also served as Director of Human Resources for the Puget Sound Clean Air Agency and, prior to that, was Vice President of Human Resources for Amfac, Inc., then a 24,000-employee national company with holdings in food processing, agriculture, wholesale distribution, retail stores, and hotels.

CREDENTIALS

- B.A. English & American Literature, University of Pennsylvania
- M.A., Organizational Development (Whole Systems Design), Antioch University-Seattle
- Adjunct faculty, Antioch University-Seattle
- Certificate of Competency, Systems Renewal Consultation, International Institute for the Study of Systems Renewal
- Myers Briggs Type Indicator Administrator & Trainer
- President, Board of Trustees, OSR-NW Master's Program, Seattle University

SELECTED CLIENTS

University of Washington, Amazon.com; Atkinson Construction Company; City of Bainbridge Island; City of Lake Forest Park; City of Mercer Island; Community for Youth; College & University Work/Family Association; Foundation for Jewish Camping; Holland America Lines; King County Department of Natural Resources and Parks; King County Department of Adult and Juvenile Detention; Microsoft Corporation; Philips Medical Systems; Puyallup Public Library; Seattle-King County Public Health; Sound Transit; Talyst, Inc.; The Evergreen State College; University of Washington; Washington State Board of Education; Washington State Department of Transportation; Washington State Human Rights Commission

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