

Dee Endelman, Keys Organizational Consulting, LLC

PHILOSOPHY STATEMENT

I help people and their organizations make the changes they need to create the future they want. I start with the belief that the majority of people want to create a positive future for themselves, their families, their organizations and their communities. They have the smarts and the heart to make positive changes. What they may need is a better understanding of how to use the keys that unlock their own greatness through personal leadership skills; strategic thinking and planning; effective conflict resolution and collaboration; and excellent communications.



I approach projects from a whole systems perspective and work collaboratively with clients to unlock the greatness within each person, group or organization through:

Strategic Design: Developing roadmaps for change to reach important goals including strategic planning, conflict and complex issues resolution, Board and team development.

Facilitation: Engaging with groups to help them reach goals together while resolving conflicts, and strengthening trust, respect and communications

Coaching and Teaching: Giving individuals and groups tools in personal leadership, strategic thinking, communications and collaboration.

AREAS OF EXPERTISE/RESULTS

- Organizational assessment and intervention
- Strategic planning
- Team building and partnership
- Conflict resolution
- Change management
- Leadership coaching
- Effective communication
- Multi-party negotiations/complex issues resolution

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; technology; environment; the arts; transportation; public safety; and professional services
- Work with all organizational levels, from governing bodies & leadership teams to line staff and across organizations and with groups seeking to partner.
- Design and facilitate collaborative change processes from individual meetings and retreats to major organizational change efforts.
- Develop and deliver training tailored to client needs in: personal leadership; building and leading teams; meeting facilitation; internal consulting; strategic planning; interpersonal communications; conflict resolution & collaboration.
- Manage leadership development programs and provide coaching to leaders.

CREDENTIALS

- B.A. English & American Literature, University of Pennsylvania
- M.A., Organizational Development (Whole Systems Design), Antioch University-Seattle
- Certificate of Competency, Systems Renewal Consultation, International Institute for the Study of Systems Renewal
- Myers Briggs Type Indicator Administrator & Trainer
- Member of the Board, OSR-Northwest, Seattle University

SELECTED CLIENTS

- University of Washington *
- Amazon.com
- City of Lake Forest Park
- The Evergreen State University *
- King County *
- Atkinson Construction Company

* as a sub-consultant to Agreement Dynamics, Inc.

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