

**Lake Union Consulting Group, LLC - Nan Stafford Noble**

## PHILOSOPHY STATEMENT

I help my clients achieve results through strengthening every organization's greatest asset: its people. Lake Union Consulting Group focuses on strengthening six key competencies:

- Ownership of choices and personal accountability
- Leadership: taking clear, defined positions while maintaining healthy work relationships
- Effective communication
- Productive expression and resolution of conflicts
- Recognizing patterns and developing the ability to self-correct
- Developing emotional intelligence and relationship management skills



## AREAS OF EXPERTISE/RESULTS

- Leadership Development
- Feedback Processes
- Individual Coaching
- Change Management
- Team Coaching
- Strategic Planning
- Conflict Resolution
- Team Building
- Facilitating Retreats
- Maximizing Diversity

## EXPERIENCE / SELECTED PROJECTS

- Coach individuals on personal leadership and professional goals
- Provide team coaching and training to senior-level management groups and work teams
- Consult on implementing organizational changes, such as office workflow re-design and increasing production capacity by 25%
- Design and deliver trainings on communication skills and conflict resolution
- Design and deliver train-the-trainer program for Customer Service initiative
- Facilitate inter-departmental collaboration and conflict resolution retreats
- Provide diversity training for department managers and supervisors
- Utilize DiSC and Conflict Styles behavioral profiles to enhance appreciation of different styles
- Coordinate union skills training initiative with \$250K budget

## CREDENTIALS

- MA Applied Behavioral Sciences
- Former Adjunct Faculty at NYU
- Emphasis in Coaching and Consulting in Organizations
- Member of ASTD, Pacific Northwest OD Network

## SELECTED CLIENTS

- Montefiore Medical Center
- Adobe Systems
- Washington State Employees Credit Union
- Washington State CASA Association
- Milgard Manufacturing
- Washington State Dept of Labor & Industry
- New York University
- Nokia
- Everett Public Schools
- New York AIDS Center

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