

Doug Nathan, Inkgarden Studios LLC

PHILOSOPHY STATEMENT

I help individuals, teams and organization turn costly disputes into opportunities for learning and inspired results by helping them gain knowledge, self-awareness and best-practice skills.

MY APPROACH

- When I work with an organization, I begin by learning about its unique culture, issues and group dynamics. I partner with my sponsor to design an appropriate intervention strategy based on perceived issues and the intervention goals.
- I use various approaches to learn about client environments, such as structured interviews, surveys, targeted discussions, and group facilitations.
- After assessing the environment and gaining perspective on the issues, I work with my sponsor to design the next phase of the intervention. This phase can involve multiple approaches, based on need, including coaching, training, group facilitation, mediation, and designing systems for conflict resilience.
- My approach helps individuals gain confidence and self-awareness, and grows communities based on trust, curiosity, and learning.



AREAS OF EXPERTISE/RESULTS

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| <ul style="list-style-type: none"> ■ Meeting Facilitation ■ Strategic Planning Facilitation and Training ■ Team Building and Facilitating Team Issues | <ul style="list-style-type: none"> ■ Leadership Coaching and Training ■ Conflict Resolution ■ Change Management Coaching and Facilitating ■ Creativity and Innovation |
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EXPERIENCE / SELECTED PROJECTS

- Intervened in a school district maintenance group with years of deeply entrenched conflict. Designed intervention plan using an appreciative inquiry process. Conducted environmental assessment via interviews and group discussions. Helped group gain skills, insight and confidence to hold difficult conversations so they could move forward together. Noticeable shift in culture within one month regarding communication effectiveness and lower levels of negative conflict.
- Designed and facilitated Leading Participative Employee Survey Feedback Meetings class to equip hospital leadership and management with knowledge and skills to hold productive meetings organization-wide to understand and improve workplace morale.
- Facilitate Crucial Conversations and Approaching Difficult Conversations courses as a training component of larger organizational interventions. These courses provide foundational models and tools that have been useful for clients in industries such as education, military, healthcare, and business

CREDENTIALS

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| <ul style="list-style-type: none"> ■ MA in Whole Systems Design ■ Certified Mediator; Member of the Washington Mediation Association ■ Certified Learning Architect trainer. | <ul style="list-style-type: none"> ■ Certified trainer for Anti-Defamation League's A Classroom of Difference anti-bias and diversity training ■ Certified Crucial Conversations instructor ■ Certified MS360 feedback facilitator. |
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SELECTED CLIENTS

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| <ul style="list-style-type: none"> ■ Chris Ibanez, HR Director, Overlake Hospital ■ Kim Wells, Human Resource Organization Development Advisor, Fred Hutchison Cancer Research Center ■ Stephanie Bell, Director, King County ADR Program | <ul style="list-style-type: none"> ■ Barbara Lloyd, Supervisor Food Services and Warehouse Department, Edmonds School District ■ Mary Gassen, Program Manager, Employee Development, Microsoft ■ Julie Herling, Director of HRSC, Department of Navy |
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Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.