

## Daphne R. Schneider & Associates



### MY BELIEF

All organizations face difficulties. Vibrant organizations use these challenges to become better and to strengthen their ability to accomplish their missions. The road to creating such organizations is often strewn with systems, technical, interpersonal and leadership obstacles which can be overcome with commitment, skill and integrity.

### MY APPROACH

We work in partnership with each client to identify and address human, leadership and systems issues which interfere with their success. We ask the difficult questions, and collaboratively with the client identify and implement the best approaches for addressing the challenges. With high ethics, skill and expertise, we partner with our clients in the current situation while helping them increase their own skills (and confidence) so they can better manage future challenges.

### AREAS OF EXPERTISE/RESULTS

- Investigations of harassment, discrimination, hostile work/educational environment
- Labor-management issues
- Conflict between individuals and in groups
- Management, human resources, and fiscal systems issues
- Leadership and employee coaching
- Meeting and retreat facilitation
- Administrative / executive staffing and selection
- Team development
- Fiscal analysis
- Team experiential learning (ropes/challenge courses)

### EXPERIENCE / SELECTED PROJECTS

- Conducted over 175 investigations of employee and student allegations of harassment, discrimination, hostile work/educational environment and employee misconduct
- Designed and facilitated numerous staff and team meetings and retreats for educational and other clients
- Analyzed and assessed organizational needs, recommended re-organizations and facilitated their implementation
- Coached managers, supervisors and staff, individually and as a team, in contentious union settings, resulting in improved labor relations and better working environments

### CREDENTIALS

- MS, Organization Development
- Licensed Private Investigator
- Trained mediator
- Certified in use of Conflict Dynamics Profile™
- Former Executive Director of Human Resources for Community College and School District

### SELECTED CLIENTS

- University of Washington Center for Educational Leadership
- Washington State Department of Social and Health Services (DSHS)
- Bellevue Community College
- Lake Washington Technical College
- King and San Juan Counties
- Northshore School District
- Suburban Cities Association
- City of Everett

Contact the Alliance at 206-616-8461 OR [alliance@u.washington.edu](mailto:alliance@u.washington.edu).