

Leslie Smith



PHILOSOPHY STATEMENT AND APPROACH

My role in organization development is to facilitate reflective inquiry within yourself, your team, your organization. I bring my skill set to your knowledge of your work, dreams, and aspirations. Taking a systems perspective we co-create inquiry, action and learning.

Each new relationship enjoys my passion, energy, creativity, and hard work. I bring my expertise, critical thinking capability, and strong values base to each client. My personal commitment is to be a true partner and ally, to listen, to provide clear and specific feedback, and to bring out the best in people. I find great satisfaction in supporting individuals and teams to find clarity in their work, developing teams for greater understanding and effectiveness; creating cultures and systems that foster individual and organizational learning.

AREAS OF EXPERTISE/RESULTS

- Creating Cultures for Learning & Collaboration
- Strengths Based Leadership Development
- Leadership Coaching
- Team Interventions & Development
- Change Management
- Organizational Assessment & Design
- Personality Style: Awareness of self and differences; impacts on collaboration
- Facilitating Difficult Conversations/Conflict
- Process Design and Facilitation
- Retreats and Learning Events

EXPERIENCE / SELECTED PROJECTS

- 25 years progressively responsible public sector leadership and management experience
- 20 years designing and facilitating organizational change; internally at the executive director and director level and as an external consultant
- 12 + years facilitating strategic thinking; business and program development
- 12 + years facilitating retreats, stakeholder processes, and learning events

CREDENTIALS

- Doctoral Student, Organizational Systems
- MA, Leadership & Human Systems Design
- Certified Hudson Institute Coach
- Grove Trained Graphic Facilitator
- Qualified Myer Briggs Type Indicator
- Qualified EQ In Action
- Qualified ELI 360
- Appreciative Inquiry

SELECTED CLIENTS

- Clark County Community Services
- Tacoma Public Schools
- Island County Public Health Department
- Arc of Washington
- Pierce County
- Washington Hospital Foundation
- Wizards of the Coast
- Oregon Technical Assistance Corporation
- Microsoft
- Association of Test Publishers

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