

**Beth Speck – Pacific Integral**

## PHILOSOPHY STATEMENT

Sometimes the challenges we face are simple. But more often than not challenges have layers of complexity that are not always easy to see – or that people see differently. I work with leaders and teams to help them craft and implement sustainable solutions to complex challenges and to build capacity within themselves to continue to flex, problem-solve and be successful in an ever-changing environment.



## MY APPROACH

- Clarify client's areas of concern, desired results and "ideal" future or goal
- Develop a comprehensive perspective of the identified challenge and a road map for moving forward
- Combine coaching, training and facilitation to achieve sustainable results that client can replicate

## AREAS OF EXPERTISE/RESULTS

- Leadership development and coaching
- Building teams through breakthrough goals
- Managing competing forces/demands
- Systems approach to assessing problems – Comprehensive approach to applying solutions
- Integration of producing tangible results as well as cultural and behavioral changes
- Conflict Resolution / Having Hard Conversations
- Strategies for moving from "good" to "great"
- Building capacity to manage change

## EXPERIENCE / SELECTED PROJECTS

- Reducing conflict, strengthening partnership and productivity between contentious departments
- Engaging diverse leadership team in aligned vision, commitment and actions to create compelling future
- Coaching and training leaders/teams to reach specific goals, on time, while building future capacity

## CREDENTIALS

- MBA, University of Chicago; BS, Occupational Therapy, University of Illinois
- Over 25 years in healthcare; over 20 years in management positions
- Experience working with UW faculty & physicians as an administrator and as a consultant
- Experienced speaker and presenter at local and national meetings and conferences
- Certified in Integral Organizational Transformation and Assessment methodology

## SELECTED CLIENTS

- UW Medicine, including UWMC Medical Director School of Nursing, Department of Anesthesiology Biomedical Informatics, Children's Response Center, Center for Health, Education and Research, Department of Dermatology, Family Medicine Resident Administration
- Harborview Medical Center, including Mental Health, Ambulatory and Allied Care Services, Cardiac Intensive Care Unit
- UW including College of Education, Alumni Association, Global Affairs, Environmental Health & Safety
- City of Seattle: Fleets and Facilities Division, Maintenance and Operations
- Group Health Cooperative Center for Health Promotion
- State of Washington including Department of Transportation, Special Commitment Center
- Overlake Hospital

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