



Targeted Results & Positive Engagement for You and Your Team



What's the best way to develop your team and your own leadership capabilities? You may have tried trainings, personality assessments, role-playing conflict resolution techniques, etc. Even with well-designed interventions, have you noticed how soon the insights fade and it's back to business as usual?

So how do you make positive, lasting change? I have been on a quest to answer that question for my entire career. Here is what I have come to believe:

- **Individual Coaching**, when performed with skill over at least a few months, is the most powerful intervention available for creating sustainable high performance. Everything else fades.
- **Team Coaching**, using high-quality tools to build competence in both productivity and positivity, can achieve true systemic change over time.

For 25+ years my work has been driven by a passion to help leaders and teams work together well and create great results consistently. Visit my website to set up an appointment to see how I might help you.

Services Provided"

- Executive & Professional Coaching
- Leadership Development
- Team Coaching & Training
- Retreat Design & Facilitation
- Assessments:
 - ◆ Energy Leadership™
 - ◆ Team Leader View™,
 - ◆ Team Diagnostic™
 - ◆ Organization View™
 - ◆ Team 360 View™
- Workshops
- Presentations/Speaking
- Masterminds



Industry Experience

| | | | |
|----------------|-------------|---------------|-------------------|
| Airline | Counseling | Government | Pharmaceutical |
| Automotive | Education | Healthcare | Service |
| Communications | Electronics | Manufacturing | Telecommunication |
| Consulting | Finance | Nonprofit | Utility |
| Cosmetics | Food | Oil | |

NAISC Codes

611430
541611
541612
541618

UNSPSC Codes

86132001
86132101
86132201
86132100
86132000
86000000
86132102

Client List

Businesses

Time Warner
Chevron
GE Nuclear
Kaiser Permanente
Frito-Lay
Specialized Bicycle Components
Mercedes Benz
Japan Airlines
Finnair
Applied Materials
Sematech
Santa Cruz Operations
Walker Interactive Systems
Fidelity
CIBC (Canadian Imperial Bank
of Commerce)
Ameritech Cellular
Ciba-Geigy
Shiseido Cosmetics
Kanto Seiki (a division of Nissan)
Nippon Koei
Stentor
Meridian Oil
General Reinsurance
Weyerhaeuser Company
Levine Fricke
Cypress Counseling Center
Ridge Associates
Interaction Associates

Education

UC Berkeley
UC Davis
University of Michigan
California Association of
Independent Schools
San Francisco Bay Area Schools
(25 public and private schools)
Richmond Unified School District
San Francisco Education Fund
Search Associates
Americorps
Head Start

Non-Profits

San Francisco Chamber
of Commerce
Sierra Club Legal Defense Fund
Oakland Mayor Summer
Jobs Program
Foster Parents
Mendocino Theatre Company
McCarter Theater Company
Center for Living Skills
Breakthrough Foundation:
Youth at Risk Program

Government

Alberta Government Telephone
Bureau of Reclamations



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