STATE BOARD OF EDUCATION

HEARING TYPE:	X INFORMATION/NO ACTION
DATE:	July 19-20, 2007
SUBJECT:	Retreat
SERVICE UNIT:	Edie Harding, Executive Director State Board of Education
PRESENTERS:	Dr. Sheila Fox and Dr. Steve Dal Porto, Board Members

BACKGROUND:

The Board retreat will be at the Inn at Port Hadlock August 27th and 28th. Dee Endelman from KEYS Organizational Consulting will be our retreat facilitator. She will be contacting Board members by phone to discuss building an agenda for the retreat.

DEE ENDELMAN, PRINCIPAL

Home	Services	Strategic Design	Facilitation	Coaching / Teaching
Key Concepts	Clients	Dee Endelman		
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KEYS ORGANIZATIONAL CONSULTING LLC...Unlocking greatness

Home	Our Mission			
Services	At Keys Organizational Consulting, we help people and their organizations make the changes they need to create the future they want.			
Strategic Design				
Facilitation	Our Philosophy			
Coaching / Teaching	We believe that the majority of people in organizations want to achieve excellence in their chosen fields of endeavor. We also believe that they have the knowledge, skills and heart to do this. What they may be missing is an understanding of how to heat use the know to greatered.			
Key Concepts	to best use the keys to greatness:			
Clients	Leadership: How to best exercise personal and organizational leadership to achieve results.			
Dee Endelman	Strategic design: How to develop intentional "road maps" which clarify your vision and address barriers that stand in the way.			
Contact Us Search	Effective Participation: How to build partnerships and collaborate with others without "wandering in the wilderness".			
Contents	Excellent Communication: How to keep information flowing and interact in ways that build relationships while accomplishing tasks.			
	We have many years of experience and education in these areas. We bring this expertise to the table and collaborate with our clients to remove the barriers to higher levels of success.			

Our Approach

Educated in systems dynamics and organizational development, our approach is grounded in listening to you, your team and other stakeholders to understand:

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- The goals that you want to achieve;
- Individual perceptions and personal perspectives;
- The impact of interpersonal and team interactions;
- The dynamics of the systems within which you operate; and
- The pressures and influences of the environment which drive the situation.

In short, we start by understanding both the future you want to create and your current reality. Our approach is about using sound organizational methods to understand your unique situation and to help you achieve your goals.

This approach forms the basis for our services.

Services

Keys Organizational Consulting offers a wide range of services to help our organization grow to be more effective.

- Strategic Design
- Facilitation
- Coaching and Teaching

Contact Information

Telephone 206-320-0708

Cell 206-234-7274

FAX

206-322-8012

Mailing Address

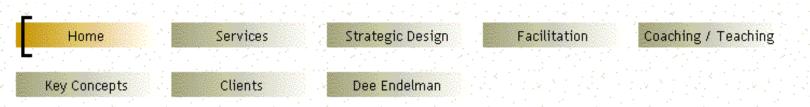
1521 17th Ave. E., Seattle, WA 98112

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Home

Dee Endelman



DEE ENDELMAN, PRINCIPAL

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	Clients	Dee Endelman				
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Dee Endelman, M.A., Principal

Professional Background

Dee Endelman is an organizational development consultant and human resources executive with 30 years of experience in all phases of the human side of business, including: organizational change consulting, strategic planning, facilitation, conflict resolution, training, work process design, human resource policies and programs, employee and labor relations, equal employment opportunity, diversity efforts and affirmative action. She has worked as both an internal and external consultant in public, private and non-profit sectors.

In addition to her work with federal, regional and local government agencies, she has experience in diverse industries, including banking, retail, wholesale distribution, hospitality, manufacturing, utilities, agriculture, food processing, education, health care, the arts, environmental organizations, and professional services. She has worked with all organizational levels, including governing bodies and commissions, leadership teams, interagency groups and line staff

Dee has successfully coached teams, managers, governing bodies and entire organizations in collaborative methods for planning and problem solving; facilitated labor and multi-party negotiations; provided organizational assessments, recommended and implemented appropriate interventions; designed and facilitated staff and stakeholder involvement processes; and facilitated strategic planning processes and partnership retreats.

She also provides training tailored to participants' needs in leadership, conflict resolution, workplace creativity, communications and facilitation.

Work History

Present Principal, Keys Organizational Consulting

1996-2005 Senior Associate, Agreement Dynamics, Inc., Seattle, WA

1989- 1997 Manager of Human Resources/Organizational Consultant, Puget Sound Air Pollution Control Agency, Seattle, WA.

1985-1989 Principal, Human Resources Management, San Francisco, CA.

1979-1985 Vice President, Personnel & Labor Relations. Amfac, Inc.

1973-1979 Sr. Employee Relations Specialist, Federal Reserve Bank of San Francisco, San Francisco, CA

1971-1973 Teacher-Junior High School Language Arts, Merchantville Elementary School, Merchantville, NJ.

Education

Master of Arts, Organizational Development, Antioch University-Seattle, June 1995

B.A. in Literature, University of Pennsylvania, June 1971

Contact us.

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