

# 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 27<sup>th</sup> and 28<sup>th</sup>. 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.

# KEYS

## ORGANIZATIONAL CONSULTING

DEE ENDELMAN, PRINCIPAL

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Dee Endelman

## KEYS ORGANIZATIONAL CONSULTING LLC...Unlocking greatness

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### 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 best use the keys to greatness:

Key Concepts

- **Leadership:** How to best exercise personal and organizational leadership to achieve results.
- **Strategic design:** How to develop intentional "road maps" which clarify your vision and address barriers that stand in the way.
- **Effective Participation:** How to build partnerships and collaborate with others without "wandering in the wilderness".
- **Excellent Communication:** How to keep information flowing and interact in ways that build relationships while accomplishing tasks.

Clients

Dee Endelman

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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:

- 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.

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## 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](#)

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## Contact Information

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### Cell

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### Mailing Address

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

### E-Mail

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Consulting: [dee@keysconsult.com](mailto:dee@keysconsult.com)

Webmaster: [webmaster@keysconsult.com](mailto:webmaster@keysconsult.com)

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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.

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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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