

**Pat Renfro – People to People Consulting**

## PHILOSOPHY STATEMENT

People to People Consulting equips individuals to think strategically and commit to a communicative and a collaborative spirit; thereby improving the organization's ability to consistently achieve and surpass its goals on an on-going basis. We encourage positive leadership development, to increase the potential for career success, personal growth, and the pursuit of life passions.



## AREAS OF EXPERTISE/RESULTS

- Management Coaching
- Team Building and Team Dynamics
- Retreat and Meeting Facilitation
- Personality Style Differences
- Conflict Management
- Organizational Development Consulting

## EXPERIENCE / SELECTED PROJECTS

- **Leadership Development & Visioning** – Equipping leaders with sound principles, coaching, & group processes to strengthen leadership teams and ultimately their organization's culture.
- **Management & Supervisory Skills** – Assisting managers with understanding the benefits of employee development, succession planning & implementation, documentation best practices, and overall supervisory proficiency.
- **Team Redevelopment & Restructuring** – Putting teams together, identifying needed skill sets, anticipating and managing team dynamics, and inevitable team member changes.
- **Organizational Change Strategies** – Strategic planning, human resource management, cultural awareness, job fit analysis, and development of communication policies.

## CREDENTIALS

- Masters Degree, Organization Development, Pepperdine University, 1997
- Adjunct Professor at University of Phoenix, 2008
- Leadership Administrator, since 2004
- Adjunct Professor at Seattle Community Colleges, 2003
- Board Member of a women's organization, 2007

## SELECTED CLIENTS

- University of Washington
- The Boeing Company
- Seattle Community Colleges
- F.A.M.E. Child & Family Services
- City of Seattle
- Emerald City Bible Fellowship
- Atlantic Street Center

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