

**WENDY FRASER, PhD**  
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## **PROFESSIONAL STRENGTH**

Organizational leadership and development; enhancing interpersonal aspects of the organization while improving operational efficiency and service delivery.

## **SKILLS ASSESSMENT**

### *Leadership*

- Taught in an organizational leadership graduate program
- Presided over a ten-member board of officers in an international non-profit organization
- Consulted and designed interventions for organization-wide initiatives, individual managers and employees, and teams
- Conducted Baldrige assessments with several public agencies
- Implemented organization development initiatives within both large and small organizations
- Facilitated executive retreats, planning sessions, labor-management teams, strategic planning, and other initiatives
- Coached executives, middle managers, and first line supervisors on leadership, performance results, strategic planning, and development

### *Organization*

- Managed large scale organization and employee development programs and services
- Organized conventions, meetings, and conferences for groups up to 1,000
- Designed and conducted performance audits
- Monitored multi-million dollar budgets for a public agency
- Developed and/or delivered learning curriculums for quality improvement, team management, leadership development, assertiveness, ethics, budgeting, meeting management, facilitation, train-the-trainer, effective communication, goal setting, and conflict management

### *Interpersonal*

- Facilitated public meetings, teams, advisory committees, and conflicted groups
- Coached people on their individual development and provided resources
- Motivated employees to participate in change efforts and improvement teams
- Counseled leaders of culturally diverse and sensitive groups to resolve conflict
- Supervised and participated in the training and development of local and regional leaders

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## PROFESSIONAL EXPERIENCE

Fraser Consulting, LLC  
Owner, May 2002 – present  
(General Consulting since 1992)

Washington State Department of Revenue  
Organization Development Director, July 1997 – June 2005  
(Organization Development Consultant)

Chapman University, Organizational Leadership Masters Program  
Part-Time Faculty, August 1998 – January 2002

Washington State Department of Ecology  
Employee Development and Training Manager; March 1994 - July 1997  
Budget Analyst; February 1988 - March 1994

Circle K International  
International President; August 1989 - August 1990

## EDUCATION AND CERTIFICATIONS

Doctor of Philosophy, Human and Organizational Development  
Fielding Graduate University, 2010  
Master of Arts, Human and Organizational Systems  
Fielding Graduate University, 2008  
Master of Arts, Organizational Leadership, 1996  
Chapman University, Tacoma, Washington  
Master of Science, Human Resource Management, 1994  
Chapman University, Tacoma, Washington  
Bachelor of Arts, Management and Finance, 1991  
Saint Martin's College, Lacey, Washington  
Evidence Based Coaching Certificate, Fielding Graduate University, 2006  
Examiner, Washington State Quality Award 1998-99  
Myers Briggs Type Indicator (MBTI) Certified Instructor, 1997

## PROFESSIONAL MEMBERSHIPS AND VOLUNTEER ACTIVITIES

Member, Academy of Management  
Member, Organization Development Network  
Member, International Positive Psychology Association  
Co-Chair and Team Facilitator, Capital Food and Wine Festival 1999-2004  
Passport Club Chair, Meadows Elementary PTSA  
Sponsored Youth Coach, Kiwanis Club of North Thurston