

Dr. Marilyn Manning and The Consulting Team



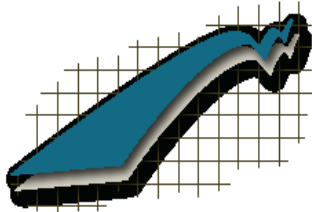
Dr. Marilyn Manning, CEO

Dr. Manning's adept interpersonal skills, seasoned experience, critical insights, and excellent facilitation skills all came together to provide our Maintenance Department with viable and practical solutions to vexing workplace problems.

Patrick Alvarez
HR Manager
City of Los Altos

Partial Client List

Over 40 California Municipalities & Public Agencies
Alameda County Library Foundation
Catapult Communications
General Electric
Johnson & Johnson
Lockheed
Meeting Professionals International
National Speakers Association
PayPal
Stanford University Hospital
USGS



Facilitating Positive Change

Managing Conflict *in Turbulent Times*

Unresolved conflicts, grievances, miscommunication, and blame waste enormous amounts of time and energy. There is also a bottom-line cost in lost productivity, possible legal actions, and negative market reputation. This is especially true in fast-paced, highly driven, and politically competitive environments where stress can lead to conflict.

The impact on the business bottom line can be as much as a 30% decrease in profits and a 50% drop in goal attainment success. Learn to resolve differences, diffuse anger, and modify behaviors in order to bring core issues to the surface, clear the air, and create closure. We coach you to save time, money, and energy by resolving conflicts in their early stages when they are easiest to solve.

Conflict Mediation can include:

- identifying resistance to change
- assessing impact of diverse personalities and communication styles
- relating styles to conflict resolution
- developing strategies for resolution
- applying problem-solving techniques
- diffusing anger to get people communicating
- modifying behaviors to minimize further conflict
- achieving win-win solutions and create closure so everyone can move on

Dr. Manning is a positive, energetic, and hard-working professional in her field. We were very much impressed with her superb insight, personal style, and feedback as well as with the results achieved. I highly recommend Dr. Manning and The Consulting Team for their specialized work in the areas of coaching, team building, leadership training, and conflict resolution.

David Kapler, Fire Chief
City of Alameda Fire Department

For over 20 years, the consultants of **The Consulting Team, LLC**, have helped their clients solve difficult organizational and people problems. The Consulting Team is a consortium of recognized experts in communication, training, facilitation, coaching, leadership development, change, conflict mediation, strategic planning, and team building. The Consulting Team has been effective in working with a diverse clientele, spanning a gambit of industries. Our success is evident in that 94% of our work is repeat business.