



Fenwick Koller Associates

Fenwick Koller Associates is a consulting and training firm specializing in labor-management success and leadership development. Rick Fenwick, PhD, has pioneered a unique approach to labor-management success over the last 38 years, including 30 years himself a represented worker. Ron Koller specializes in change management, focusing on commitment to organizational changes. He is the co-author of *Whole-Scale Change: Unleashing the Magic in Organizations*.

Professional Expertise/Services

FKA consultants and trainers have the unique ability to quickly earn the trust and respect of management and employees within an organization. In represented organizations, that also means the trust and respect of union leadership. Our ability to build these relationships, coupled with our unique approaches to managing change enable us to solve significant business problems in a short order of time. What makes FKA different from most other consulting and training companies is sustainability. When we exit a client system, our work does not fall apart like most other flavor of the month interventions.

Recent Assignments

- General Motors – Helped General Motors Powertrain Toledo plant achieve the J.D. Power award for their segment while maintaining the plant’s status as the Harbour Award winner for productivity.
- Chrysler – Full acceptance by union and management of a coaching program whereby workers are receiving weekly feedback and having performance conversations with supervision for the first time in their history.

Education and Professional Affiliations

Rick Fenwick

- PhD in Organizational and Social Psychology, The Union Institute and University
- MA in Educational Psychology, Ball State University
- BS in Psychology, Ball State University
- Faculty Member, University of Phoenix
- Qualified in Myers Briggs Type Indicator
- Emotional Intelligence, 6 Seconds Emotional Intelligence Network
- Situational Leadership II, Blanchard Training and Development

Ron Koller

- Masters of Management (MM), University of Phoenix (2009)
- BA in Economics and Organizational Studies, University of Michigan
- Manufacturing Realities Simulation, Business Methodologies International
- Situational Leadership, Center for Leadership Studies
- Targeted Selection Interviewing process, Development Dimensions International
- Virtual Team Building, Applied Knowledge Group

Contact Information

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