



Robert L. Ness-Principal, Ness Consulting

Professional Expertise/Services-Over 25 years of consultation experience in a wide range of complex contexts and projects. Consultation includes a diverse client base in public, private, and nonprofit sectors. Expertise with organizations includes startup, major organizational transitions, strategic planning, training, team building, organization design, structures to assist creativity and innovation, executive coaching, leadership training and transitions, negotiations training and coaching, succession planning, and international business.

Recent Assignments

- Nationally recognized architectural firm receiving AIA firm of year award...strategic planning, owner transitions and succession planning, organizational culture development.
- Starbucks Coffee International-Issues management, strategic planning
- Principal co-consultant developing the Mongolian national arts organization
- Principal consultant on multi-consultant project in Russian Far East focused on diversity, conflict resolution, community leadership development
- Executive coaching in multiple organizations, multiple business sectors
- CityClub, strategic plan-1 yr. process
- Largest U.S. Credit Union-Executive coaching and organizational development
- Medical facilities engineering firm-strategic planning
- NPR-Public radio-Daily program-strategic planning, development of strategic funding/marketing
- NPR Public radio/KUOW-strategic planning board training
- Pacific NW Labs-leadership development think tank
- Japanese-American Health organization-strategic planning
- Nonprofit organization focused on outdoor recreation for persons with disabilities-strategic planning
- Educational organization-strategic planning
- Children's Museum-strategic planning
- Health products manufacturing organization-strategic planning/owner coaching
- Regional planning consulting firm-owner coaching, strategic planning, staff development
- African-American arts organization-strategic planning, executive coaching
- Regional member of national breast cancer organization-strategic planning, exec. coaching
- Theater organization-Board development, leadership coaching
- Several family foundations-Trustee development, strategic planning, coaching for Presidents/EDs
- Political transition-coaching for public official taking over major state agency
- Leadership training for multiple international groups from near East, Far East, SE Asia, former Soviet Republics, Africa, E. Europe.

Education and Professional Affiliations

Kennedy School of Government, Harvard University, Executive Program for Leadership Education--2001

Harvard Law School, Program of Instruction for Lawyers--Negotiations--1989

University of Colorado at Boulder, Sociology--1976

M.A. Counseling Psychology, University of Oregon--1968

B.A. Clinical Psychology, Lewis and Clark College--1967

Overseas Study, Experiment in International Living, Honshu/Hokkaido, Japan--1963

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