

**If you want better results,
you must pay attention to the
human side of your organization.**

And you don't have to go it alone.

The only way you accomplish anything in your organization is when groups of people get things done. If you are lucky, these people work together effectively, communicate clearly, make decisions quickly, and solve problems easily.

Don't leave that to chance.

Notter Consulting draws on deep expertise in conflict resolution, organization development, and human dynamics in order to turn your "luck" around. We can help you manage **conflict**, develop more effective **teams**, and work through your organization's **critical conversations**. By mastering the human side, you will accomplish great things. But the human side of your organization will not develop on its own, spontaneously.

Notter Consulting can help.

We offer:

- facilitation and direct consulting,
- speaking and training, and
- coaching and mediation.

Our work always helps you to build ongoing capacity *and* to work through the immediate, pressing issues at the same time, although the balance of those two sides will vary from project to project. But in every project, we help you to master the human side of your organization, both now and into the future.

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CONFLICT

Avoiding conflict makes it worse.

Yet how often do you do just that? Conflict makes us uncomfortable, and we feel it is not “supposed to happen” in the workplace. But trying to work around the conflict wastes time and energy. Results suffer. This dynamic impacts nearly all aspects of your organization’s operation. When you deal with conflict directly, on the other hand, it can free up enormous organizational resources. But you’ll have to change the way you deal with conflict. And you will probably need some help with that. Notter Consulting can help by intervening directly in conflict situations—between individuals or, more commonly, among groups and teams in your organization. We can even help resolve issues between two separate organizations. We also help by building capacity within your organization to deal more effectively with conflict, through training and speaking engagements.

TEAMS

Teambuilding is not about games.

Yes, you can learn by playing games. But if you want your team to perform better, you must actually get your team together so they can confront, identify, and resolve the biggest issues that are impeding performance. No game is as effective as a team actually working through its own challenges. And you will probably need some help with that. Notter Consulting helps develop teams through specific, focused consulting projects and retreats, often supplemented with individual coaching. This is particularly powerful for leadership teams. We can also develop the capacity for more effective team behavior, through speaking, training programs.

CONVERSATIONS

You can’t afford to “muddle through” any more.

When critical issues hit your organization (from both internal and external sources), you need to get the right people together and work it out, quickly and thoroughly. And you will probably need some help with that. Notter Consulting helps in two ways: First, we provide expert facilitation of critical conversations that would otherwise bog down due to the high stakes, conflict, or complexity. Second, we can develop the capacity of individuals and groups within your organization to manage difficult conversations on their own, through speaking, training, and coaching. Better capacity, better results.