

Plummer & Associates

HR Consulting, Training, & Surveys

Helping organizations improve since 1996

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Providing customized HR and training solutions to help organizations improve their capacity to achieve positive results through people.

Principals

Linda and Mike Plummer each have more than 20 years of line and staff experience with AT&T, BellSouth, and Citigroup. They have been full-time in their consulting business since 1996. Linda has an MBA from Georgia State and Mike has a Masters in Organization Development from Pepperdine University

Areas of Focus

1. **Workshops on HR topics** such as conflict resolution and generational differences.
 - Our clients say they value our workshops because they are high in content while also being highly interactive to facilitate adult learning. Most of our clients prefer 2 to 3 hour versions of these workshops and often run two sessions per day.
 - Linda Plummer, our lead workshop presenter, was awarded the ASTD Trainer Excellence award for 2007.
2. **Surveys** ranging from employee surveys to quick, issue-focused surveys.
 - We have completed over 30 surveys in the past 5 years including government organizations, non-profits, and companies ranging from 20 to 1000 employees.
3. **HR and OD consulting services** including team building, retreat facilitation, 360-degree feedback, executive coaching, and HR Partner.
 - HR Partner is targeted for small and medium sized companies who need to supplement their limited HR resources with professional HR expertise.

For a partial list of our clients, see our website www.PlummerHR.com.

Plummer & Associates Service Offerings

Workshops

- **Bridging the Generations Gap**
- **Building Trust in the Workplace**
- **Diversity**
 - A Peacock in the Land of Penguins
 - Living and Working in a Diverse World
 - Creating Positive Change
 - Serving Diverse Customers
- **Communicating Non-Defensively**
- **Conflict Resolution**
 - Negotiating Conflict
 - Conflict as Opportunity
- **Time Management**
- **Balancing Personal & Professional Life**
- **Sexual Harassment Prevention**
- **Interviewing Workshop – Behavioral Based.** Includes customized Interview Guide.
- **Additional Workshops**
 - Value of Friends in the Workplace
 - Women's Self Discovery: Dealing with diverse messages
 - Vision Web™ Ropes Simulation for Teams
 - Custom Designed Workshops
- **On-line Personality Assessments**
 - Myers-Briggs Type Indicator (MBTI)
 - Thomas-Kilmann Conflict Instrument (TKI)

Surveys

- **Custom designed employee and customer opinion surveys**
 - Short or comprehensive employee surveys
 - Customer feedback surveys – internal or external
 - New employee & exit surveys
 - Short issue-focused surveys
 - Diversity, team conflict, mission, etc
 - Surveys to gather input for meetings

HR Consulting

- **HR Partner Service for small and medium sized companies --** HR expertise by phone, email or in person:
 - Advice/support on hiring/firing decisions, employee issues, performance management
 - Projects such as succession planning, Interview Guides, HR strategic planning, team building
- **360 Feedback & Coaching**

OD Consulting

- **We start with an assessment of your business needs and then develop interventions to meet those needs.**
 - Team & intergroup development
 - Focus groups
 - Retreat design & facilitation
 - Change management, including culture change interventions
 - Job design & enrichment