

Plummer & Associates

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HR Consulting, Training, and Surveys
Improving business results through people since 1996

Contact:

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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, executive coaching, and HR Partner.
 - HR Partner is HR support for small and medium sized companies who need to access HR expertise via phone, email or in person.

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

Selected Workshops

- **Bridging the Generations Gap**
- **Leading a Multi-Generational Team**

- **Diversity**
 - Lessons in Diversity Leadership from the Movies
 - Living and Working in a Diverse World
 - A Peacock in the Land of Penguins
 - Serving Diverse Customers
 - Women's Self Discovery: Dealing with diverse messages

- **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**
 - Vision Web™ Ropes Simulation for Teams
 - Building Trust in the Workplace
 - Custom Designed Workshops
 - Creating Positive Energy

- **On-line Personality Assessments**
 - Myers-Briggs Type Indicator (MBTI)
 - Thomas-Kilmann Conflict Instrument (TKI)

Surveys

- **Custom designed employee and customer opinion surveys**
 - Comprehensive employee surveys
 - Customer feedback surveys
 - Short issue-focused surveys
 - Diversity, team conflict, etc.
 - Advance 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, custom Interview Guides, strategic planning, team building.

- **360 Feedback & Coaching**

OD Consulting

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