

What can Smikle Training Services do for you?

Public Sector Clients

General Services Administration
Maryland State Retirement
Agency
USDA Graduate School
EPA ARMSS
EPA Multimedia Division
EPA Office of General Counsel
Maryland Aviation Administration
MDOT Motor Vehicle Administration
National Institutes of Health
AID Division
National Science Foundation
Richland School District #2
(Columbia, SC)
US Marine Corps
Federal Aviation Administration
Essex Community College
Cerro Coso Community College
Maryland Transportation
Administration
Maryland Department of Corrections
Baltimore City Community College
Iowa Department of Personnel
Miami Dade Community College
Maryland Police and Corrections
Training Commission
Maryland Department of Human
Resources
Cerro Coso Community College



Joanne L. Smikle
Consultant ♦ Author ♦ Speaker

- Facilitation
- Strategic Planning
- Leadership Education
- Management Development
- Collaborative Conflict Resolution
- Team Building
- Organization Development

Joanne L. Smikle, Principal Consultant, has served as a consultant and leadership educator since 1989. She has distinguished herself in the field by developing mastery of both the theory and the practice of organization development. Her company offers a full range of interventions:

Consulting
Training
Expert Facilitation

Executive Education
Executive Coaching
Organizational Analysis

Smikle Training Services' clients benefit greatly from Joanne's understanding of the principles and best practices of comprehensive leadership development. Joanne and her team conduct executive coaching and leadership education with managers in state and Federal agencies. The approach is interactive rather than didactic. Case studies, assessments and action learning maximize the impact and value of services provided.

www.smiklespeaks.com



Smikle Training Services partners with clients to develop initiatives that address both strategic and operational dilemmas. The goal is to help organizations create sustainable alignment through skilled, competent leadership. The company provides the following services:

- Develops quantitative and qualitative assessments to measure organizational climate. Uses a variety of approaches, including: focus groups, surveys and customized measurement strategies. Provides comprehensive analysis of assessment results.
- Creates systems for building high levels of collaboration. Provides expertise to organizations seeking to create team-based, customer-focused workplaces. Assists leaders with building specific competencies that sustain cooperation.
- Devises programmatic interventions to build leadership skills. All programs are aimed at helping clients develop and refine the competencies required to meet current and future business demands. Particular emphasis is placed on strategic alignment. Instrumental in planning, executing and evaluating leadership and management development initiatives.
- Designs customized, interactive education to meet unique needs of client organizations. Provides systematic approaches to effectively address training needs. Facilitates a variety of retreats, seminars, workshops and educational experiences.
- Partners with executives to design innovative approaches for addressing the range of organizational improvement issues that impact performance, productivity and overall outcomes. These partnerships contribute to stakeholder, customer and employee value.
- Develops a wide range of employee engagement programs designed to improve outcomes in the workplace and build higher levels of commitment. These engagement efforts include employee recognition programs, and various reward and incentive programs.
- Develops comprehensive, sustainable organizational change initiatives. Skilled at designing, implementing and evaluating large-scale organizational transformations.

Joanne L. Smikle

Principal Consultant, provides results-oriented consulting and training to leading organizations in the public sector. Her company specializes in Leadership Development, Collaboration and Customer Satisfaction.

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