



Organizational Development  
Strategic Planning  
Facilitation  
Training

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## Our Approach to Work

Bourke & Associates is a Dallas based consulting firm specializing in organizational effectiveness, corporate planning, meeting facilitation and people development.

Our consultants and facilitators work with clients in a partnership to bolster organizational competency and capability through a myriad of services including:

Strategic Planning Design and Implementation

Facilitation of Meetings and Large Initiatives

Training & Development:

- Effective Meeting Skills
- Self Management (Time Management)
- Project Management
- Breakthrough Leadership
- Mediation and Conflict Management
- Change Management
- Team Building with The Meyers Briggs
- Focused Business Dialogue
- Group Facilitation Methods
- Career Mapping and Planning
- Compassionate Communication
- Crisis-Management/Situational Management

People Selection & Retention:

- Behavioral Interviewing Skills
- Performance Review and Feedback Process
- Mentorship and Coaching Initiatives

Executive Assessment & Coaching

Organizational Style and Culture Assessments



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## Tailored Service Categories

### **Facilitation Design and Delivery**

- Corporate Meetings: Annual Reviews, Budget Planning, Board Retreats
- Strategic Planning: Corporate level planning for organizations, associations and committees

### **Leadership Development**

- Communication and Mentorship: Tapping Emotional Intelligence
- Team & Self Management: Building Blocks for Breakthrough Leadership
- Executive Coaching - Developmental Partnership - Breakthrough Series
- Group Facilitation Methods: Tools For Breakthrough Leadership
- Management Fundamentals for New Supervisors
- Principle Centered Leadership Amidst Change
- Decision-Making, Innovative Problem-Solving and Delegation

### **Team Building & Communication Skills**

- Communication: Tapping Your Emotional Intelligence
- Team Building: Human Dynamics and Performance
- Quality -Driven Strategic Planning / Strategic Innovation
- Facilitation: Technology of Participation Methodology
- Structured Dialogue Methods for Group Problem-Solving
- Crisis-Management and Situational Management
- Team Consensus Building and Action-Planning

### **Change Management**

- Organizational Transition Management
- Skills For Managing Change: Personnel Development Series
- Envisioning the Future and Managing the Obstacles

### **Behavioral Management**

- Stress Management: Balance, Perspective and Personal Mastery
- Conflict Management: Needs-Based Communication
- Behavioral Management Training (MBTI)

### **Career Management**

- Career Management Systems & Career Mapping
- Selection, Retention and Development
- Coaching and Mentoring Training and Development

### **Marketing and Sales**

- Communication: Delivering Customer Delight
- Consultative Sales: A Needs/Payoff Model
- New Business Development and Network Management



## Partial Client List

- St. Paul Medical Center
- Blue Cross Blue Shield of Texas
- Texas Instruments - Semiconductor Group WIN
- Bank One, Texas, NA
- The Forbes Group - A Broadwell Inc. Company
- ARCO Exploration and Research Technology
- ARCO International
- The Associates Relocation and Mortgage Company
- ALCON Laboratories
- Voice Control Systems
- International Association of Assembly Managers
- Tricon Restaurant Group
- University of North Texas Health Science Center
- Plano Independent School District
- Morrison's Fresh Cooking
- US Department of Agriculture - NRCS
- International Association of Assembly Managers
- Birmingham-Jefferson Convention Complex
- Regional Organ Bank of Illinois
- Cooper Institute
- Ibertech Inc. - Aloha P.O.S.
- Southwest Transplant Alliance
- East Side Marios Rest. Inc.
- The Majestic Theatre-Theatre Operating Company
- Compass Management & Leasing
- Mannatech Inc.
- All Saints Health Care System
- Presbyterian Hospital of Dallas
- Texas Relocation Network
- Bertram McKee & Associates
- Dallas County Adult Literacy Council
- Transplantation Society of Michigan
- City of Plano
- Pizza Hut
- Taco Bell
- Kentucky Fried Chicken
- The Arts Council of Tarrant County
- Abbott Laboratories Inc.
- BRANN Worldwide
- Metases Inc.
- DeWolfe Real Estate Company
- Center for Non-Profit Management - Dallas