What Our Partners Are Saying About Us

Spring Projects

“The SSU team was able to design work sessions and implement processes that truly improved the team's communication...[The students] were impeccably prepared, practiced and polished. It was very clear that they spent a great deal of time developing an experience that would be relevant and helpful. In our debriefing sessions, they took my suggestions to heart and made changes based on my recommendations when appropriate. As a client, I felt that they were excellent listeners and were motivated to meet our needs.”

"The Sonoma State team was very beneficial to our department. They really helped management and staff to collaborate better towards common goals. They gave each stakeholder a voice. Through the Sonoma State process I believe that my staff members are more committed to the success of our department and that they no longer view their work as being just a job but as being part of a team. I would strongly recommend organizational development for any other growing company."

“For six weeks in the spring of 2010, the staff of the Sonoma Community Center worked with three Sonoma State University graduate students to help find methods of improving team and organizational effectiveness at the Center. [The students] worked with staff in several intensive half-day sessions resulting in specific action plans to improve several internal issues and challenges.”

“Most importantly, the graduate student team was able to facilitate real communication among staff resulting in clearer understanding of individual roles and how to negotiate overlapping responsibilities...and resulted in a powerful experience for all of us. We are grateful for their work, and continue to implement changes to our organizational structure that were identified during the processes.”
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Internships

“The ‘Action Research’ model worked well within our organization. The interns did a good job of matching tools and models to our organization’s needs. Feedback from staff members confirmed this.”

“We agreed that the interns would return for a briefing in 3 months. This will assist us in holding ourselves accountable to the action plan commitments.”

“The interns provided a nice combination of maturity, training, experience and professionalism.”

“The facilitation skills of the three interns were excellent. (1) The planning and organization of the all-staff sessions was thorough with respect to agenda/structure, exercises, etc., (2) the ability of all three interns to respond to emerging issues inspired my trust and confidence, and (3) the action plan created ensured that the YWCA’s management and staff could take the tools and learning forward.”

“Our intern was very professional and thorough in her communication with co-sponsors, publishers, and others involved in this project. Her help was critical to the success of this venture, and she was able to take my relatively vague ideas of what we wanted to do and make them into concrete plans, which she was then able to implement, creating a highly successful book tent, as well as a well-planned and coordinated display area for journals and co-sponsors.”