

## Our Consulting Services are customized for each client and may include:

- Conflict Management & Mediation
- Violence Prevention/Threat of Violence Assessment
- Effective Termination and Downsizing
- Organizational Risk Analysis
- Crisis Management Team (implement, advise)
- Leadership Coaching
- Trainings & Seminars (highly interactive, measurable outcomes)

Be the one in your organization to effect change. For a personal consultation, call Donna at

**914-747-2960**

Visit our website at  
[www.scimiaconsulting.com](http://www.scimiaconsulting.com)

E-mail:  
[scimiaconsultng@optonline.net](mailto:scimiaconsultng@optonline.net)

## Testimonials:

"I've had the privilege of working closely with Donna over the past several years regarding employee matters in my company. In my opinion, she is the consummate professional when it comes to balancing the needs of both the individual and the client involved. Donna is very respectful of and works within the culture of her client companies. She is extremely proactive in her approach and provides excellent follow-up to insure closure of the issues. Donna has been a very effective resource and vendor partner to me."


— Gary Anderson, HR Director,  
Fortune 500 Company

"Working with Donna was very helpful. She was attentive to both the needs of the individual and the Firm."

— Paul Steinberg,  
Executive Director, Office of  
Associate Affairs,  
International Law Firm

"Donna Scimia has provided our organization with invaluable information, resources, and just-in-time training and counseling when needed."

— E. Baez, HR Manager,  
Global Bank



What conflicts  
may be  
**SMOLDERING**  
in your  
organization?

**Scimia  
Consulting  
Group, Inc.**

Sound Solutions for Workplace Conflict

# *It usually takes a crisis to effect change. Why Wait?*

## **Is Your Organization Struggling With:**

- Talent attraction and retention
- Interpersonal conflicts and workplace resentments
- Culture clash
- Management tactics that alienate rather than empower
- Customer/Client dissatisfaction
- Detrimental team and department rivalries
- Productivity Woes
- Managing poor job performance
- A vague sense that something needs to change

## **How Does Your Organization Deal With Issues Like This?** *Is there room for improvement?*

### **What Might Happen If:**

- A project team dissolved due to an office intimidator
- An employee's abusive spouse stalked her at work
- A volatile employee threatened his boss and needed to be terminated
- A top producer ridiculed her boss creating an anti-management culture
- Company benefits were disrupted
- Employees feel no one is "minding the store"

### **Or...**

- Key talent left due to an arrogant, ineffective manager
- An employee's erratic behavior has co-workers/managers unnerved
- A customer service rep recoiled when confronted with angry clients
- Egos got in the way of effective communication
- Harassment and bullying were left unchecked

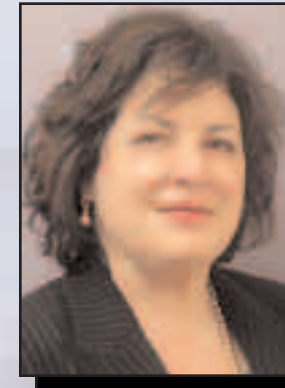
***Success is determined by how well people work together***

## **What Scimia Consulting Can Do For You:**

- ✓ We help you to be prepared... proactive, not reactive
- ✓ We help you spend less time putting out fires
- ✓ We help you spot toxic personalities before they're hired or promoted
- ✓ We help create a work environment where conflict management is seen as everyone's responsibility
- ✓ We help you strategically arm all employees with tools to identify and manage conflict

**We Want Your Organization To Be One Of Trust, Mutual Respect, And Civility.....**

**Because A Healthy Workplace Is An Enthusiastic, Productive Workplace!**



## **About Donna Scimia**

Donna Scimia, Principal and founder of SCG, is a results oriented consultant with

expertise in problem solving. Donna brings a unique perspective and a solid base of knowledge built on sixteen years experience as an employee relations consultant to human resource professionals and top management in more than 75 profit and not-for-profit organizations. Industries Donna has worked in include sports, law, finance, entertainment, advertising, media, technology, automotive, insurance, retail, hospitality, pharmaceutical, and government. Donna received her MS in Behavioral Science from Columbia University.

***The Services & Expertise Your Workplace Expects***

***Visit our website at [www.scimiaconsulting.com](http://www.scimiaconsulting.com)***