

Recent Projects

Action Plan to deliver Library of the 21st Century, Umatilla County Special Library District

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Community Action Plan
Goldendale, WA

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Eastgate Neighborhood Revitalization Plan-
Walla Walla, WA

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Organizational Assessment and
Streamlining ESD
Salem, OR

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Develop Support for a Community Center
Sherwood, OR

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Community Strategic Plan
Maupin, OR

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Community Dialogue Regarding
Water Rates
White Salmon, WA

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City Council Strategic Plan
Boardman, Oregon

**SERVING OVER 75 LOCAL
GOVERNMENTS, NON-PROFIT AND
BUSINESS CLIENTS THROUGHOUT
THE UNITED STATES**

**NEWSLETTERS AND ARTICLES
AVAILABLE AT
www.paulkochconsulting.com**

Testimonials

"Paul Koch has a calm and commanding presence to move people out of their comfort zone beyond the ordinary. His assistance before and after an event are telling of his lifelong pursuit of excellence." ~ **Mari Anne Gest, Governor's Office, Education and Workforce Policy**

"Paul Koch's wealth of experience in governance, local government management, and policy development allowed him to assist our City to focus our resources on what we really wanted to attain in the short and long run. Paul Koch's calm insightful approach to issues and problems makes him a pleasure to work with and allows him to get the job done." ~ **Merlin MacReynold, City Manager, Normandy Park, WA.**

"During our annual conferences, we are always looking for trainers with practical experience who can also motivate the people in the workshop. Paul does an outstanding job of relating to our city officials...he understands their situations and knows how to help them. His workshops for us consistently draw high marks from the participants." ~ **Michelle Harvey, Member Services Coordinator, Association of Washington Cities**

"You are one of those very talented and rare individuals who are truly making a difference in our society and enriching people's lives with your common sense yet savvy solutions. I honestly believe our communities are better places because you decided not to retire!" ~ **Larry Bellamy, City Manager, Goldendale, Washington**

"You are such an awesome leader and I for one am very grateful to have had the privilege to work with you. Thank you for leaving your wonderful impression on every one of us. In our minds, in our words and in our hearts you will remain forever!! We have been blessed and we thank you." ~ **Linda Lusk, Mayor, Prosser, Washington**

"As a former City Councilor, I have spent nearly 20 years attending meetings. Nothing is more rewarding than results, unless it is achieving these results in a manner which is consistent with your values, beliefs and within budget. My experiences with Paul Koch have been just that, every time. I urge any administrator or manager who wants to educate their staff, council, team while working in a personalized, clear outcome oriented environment, whether goal setting, council advances, group



**Paul Koch
Consulting, Inc.**



**Practical~ Effective~
Affordable~**

"This is a time of community and organizational change that requires the best possible efforts from all of us. I understand that your challenges as an organizational leader are monumental, and the pressures are very intense. You need all the help you can get. My approach is to collaborate with you to deliver practical, effective and real world solutions. I have developed additional resources with carefully selected associates who share my philosophy. Together we can work to meet YOUR needs."

~Paul Koch

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About Paul Koch

Paul Koch has over 35 years of experience in local and state government and has spent the last ten years focusing his efforts on assisting local government, organizations and businesses be successful. Paul has served as a City Manager, Assistant City Manager, Interim City Manager and has held major department head positions in local government. In his early career he worked for Oregon Governor, Tom McCall, traveling the state assisting local communities solve problems. In addition, Paul spent four years as an association president. Recent efforts have included such diverse activities as strategic planning, council and board training, community facilitation, visioning, action planning, team building, coaching top executives and assisting organizations through the change process. He has helped communities recruit and hire city



Workshops, Seminars and Public Speaking

Strategic Planning ~ Servant Leadership ~
Delivering Services with Fewer
Resources ~ Effective Citizen Engagement ~
Organizing to Get and Keep Jobs ~
City Manager as Community Leader ~
Developing Effective Partnerships ~
Letting the Community Do It ~
Organizational and Community Change ~
Keeping your Board/Council/Commission
Focused ~ Planning for and Working with an
Aging Population ~ Developing an Economic
Development Strategy that Gets Everyone
Working in the Same Direction ~
Interdisciplinary Strategies to Deliver
Services and Build Community

Services

GET THE RESULTS YOU NEED!

ACTION ORIENTED FACILITATION: Facilitation that helps your organization identify where it wants to go, and how to get there while building energy, commitment and team.

VISIONING AND ACTION PLANNING: Creating your organizational or community vision and developing the action plan necessary to carry it out along with the success measures needed to monitor your progress while getting results.

TEAM BUILDING: Build a strong team focused on your organizations vision and develop, through a collaborative process, the action plans to be successful. Identify and create the expectations and roles of group members.

COUNCIL & BOARD TRAINING AND ORIENTATION: Learn how to function as a Council/Board, make motions, get the work done, how to lead, conduct meetings and how to be an effective policy setting council working in a team effort.

STRATEGIC PLANNING, IMPLEMENTATION & SUCCESS MEASURES: Create organizational purpose, focus, goals, priorities, team work, energy and commitment. Establish progress measures, new levels of understanding and bring Council, staff and others together.

OPERATIONAL ANALYSIS, MERGERS & IMPROVEMENT: Analyze current operations, identify opportunities while creating the needed changes to improve and enhance services and get desired results.

GENERAL PROBLEM SOLVING & CONFLICT RESOLUTION: Assistance with those risky, difficult and critical problems that keep you awake at night.

SKILL BUILDING & COMPETENCY TRAINING: A collaboratively designed training program that focuses on 19 critical leadership and management competencies that are delivered to your organization.

GROWTH MANAGEMENT ISSUES: Learn the processes and techniques to help your community

Services continued:

INTERIM & PROJECT ASSIGNMENTS: An outside person, not on your payroll, to help you manage that special project, operating department or solve that special problem. Cost effective search and recruitment services available.

COMMUNITY RELATIONS & INVOLVEMENT: Identify how and when to communicate and involve your community. Enhance your community's understanding, create community acceptance, generate new ideas, and find the solutions that will work in your community.

PARTNERSHIPS: Create effective and success oriented partnerships. Get strategic!

CITY MANAGER/EXECUTIVE WORK PLANS AND EVALUATION SYSTEMS: Weld your Council and management staff together into a team that is highly focused, that understands the expectations and knows how the end of the year evaluation will be delivered.

PROGRAM & SERVICE LEVEL BUDGETING: Creating a program or service level budget makes it very clear what the community is getting for their money. Budget for results!

JOB DESCRIPTIONS & WORK PLANNING: Create job descriptions for every position in your organization that are keyed to vision, goals and objectives of the organization.

COUNCIL & BOARD COMMUNICATION & REPORTING SYSTEMS: Analyze how you are communicating, and create the best possible system for getting high quality reports and recommendations to your policy makers.

MITIGATING THE IMPACT OF FEE AND RATE INCREASES: Learn the new techniques needed to involve your community in possible increases through collaboration.

CHANGE MANAGEMENT: Learn how to manage change and prepare your staff and community to deal with it.

CUSTOMER SERVICE: Learn how to deal with