

Background & Professional Affiliations

Ms. Bauer earned a Bachelor of Science degree in Education from the University of Texas in Austin, Texas. She has completed continuing education courses including:

- Core Competencies of the Learning Organization from MIT
- e-Business Strategies Workshop
- Business Process Improvement
- Business Process Reengineering
- Project Management
- Coaching Development Program
- Leading Organizational Transition

Ms. Bauer was listed in Who's Who in America and is a member of the National Association of Female Executives, Pike's Peak Business and Professional Women, Women in Defense/National Defense Industrial Association, the Greater Colorado Springs Chamber of Commerce, and the Chamber's Military Affairs Council.

DMBauer, LLC

5334 Windgate Ct.
Colorado Springs, CO 80917
Phone (719) 649-3769
Fax (719) 550-1417
Debi_bauer@msn.com
www.dmbauer.com

DMBauer, LLC

Demystifying Change

and

Solving Problems



D M Bauer, LLC

Debi Bauer is the owner of D M Bauer, LLC, a small, woman-owned management and business consulting firm providing planning and consulting services in the areas of:

- Change management
- Reengineering processes
- Leadership training
- Personal coaching
- Mitigating risks of change efforts

Ms. Bauer is a certified trainer in the Linkage Inc./William Bridges & Associates programs – Managing Organizational Transition and Individual Transition in Organizations.

Solving Problems

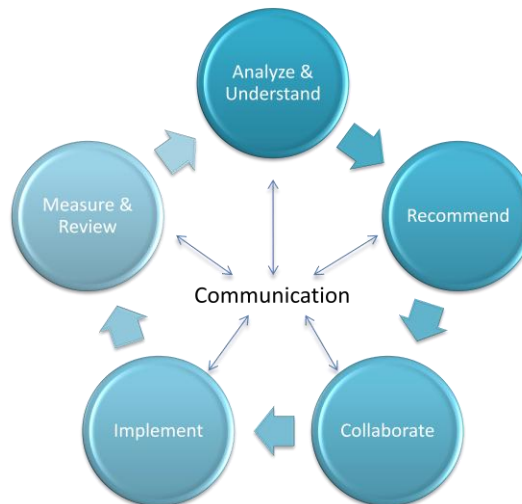
As an Authorized Partner for Profiles International, Inc., Ms. Bauer uses assessments to help her clients:

- Make better hiring decisions
- Maximize employee potential and productivity
- Reduce turnover
- Minimize employee costs

Managing Change

To institute changes into an environment requires a thorough analysis and assessment of the current state, understanding of the future state and a robust plan to bridge the gap between them. D M Bauer has the experience and depth of knowledge to provide change management and training plans, communications, and solutions to resistance. Planning is critical, but is not enough to ensure success. Implementation is the critical success factor to make the changes become “business as usual”.

Change Process



Performance Improvement

Ms. Bauer has expertise in both sides of performance improvement – the process side as well as the human side. It’s not enough to design well thought out processes and procedures, Ms. Bauer’s specialty is helping employees understand what is changing and why.

Client Benefits Realized

Clients find improved performance of individuals and leadership teams in the areas of communication, decision making, managing change, performance management, and results orientation.

Government Contracting

- Security Clearance
- Woman Owned Small Business
- DUNS – 185577876
- CAGE Code – 4QL74
- NAICS – 541611
541618
611430
- PSC – R & U

Teamwork Rules the Day

D M Bauer works with you to find the solutions to your problems and change efforts to ensure they fit your culture.