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| Andy Dobusch is the Executive Vice President of Resolution and has been with the company since 1990. Andy initially joined the firm as an intern and worked his way up the ladder learning rapidly the necessary skills to be an associate, consultant, senior consultant, and since 2001, the Executive Vice President. Additionally, during this period Andy worked hard to hone his consulting skills and knowledge by earning a Master's degree in Organizational Communications from CSU Sacramento.He has assisted hundreds of California state government executives and managers in their implementation of Resolution’s training of collaborative skills which are designed to establish a common framework and vocabulary to support collaboration between individuals, working units and enterprises. These skills facilitate vastly improved interpersonal and organizational communication, reduce conflict and provide a powerful means to identify and pursue issue resolution to the benefit of all involved. Andy has also provided extensive consultation in the development and implementation of a performance measurement and review system at Porterville Developmental Center in California. This included data collection with surveys, checklists, inspections, observations, and involved multiple rater groups. Andy also assisted with the identification of measures to support the organization’s outcomes and goals. He was responsible for the customization of Resolution’s performance measurement application and provided training in the use of all necessary software and tools. He has played a key role with the development of multiple training programs including Resolution’s customer satisfaction program, process improvement team program, and the performance management system. Contact Information:2707 K Street, Sacramento, CA 95816916.448.5455 (Office); 916.441.3226 (FAX)E-mail: andy@resolutionvision.com  | http://resolutionvision.com/images/andy.jpg**AndrewDobusch** |