



Consulting services offered by Michael Bischoff

**Cultivating the spirit of organizations**  
As they build healthy and just communities

## Services:

### Strategic Planning

- Develop or revise your mission, vision, and values
- Develop goals and strategies for the future
- Assess the underlying theories of change that guide your work

### Program Development & Evaluation

- Needs assessment
- Partnership development
- Facilitate collaborative program design
- Outcome and process evaluations

### Team and Leadership Development

- Values clarification and alignment
- Conflict Transformation
- Retreat facilitation

## Drawing on:

Discernment

Consensus-building

Appreciative Inquiry

Playfulness

Results-orientation

Strategies for social change

## To achieve:

The energy in the organization is harnessed around a common purpose.

The way the organization operates is in sync with the its stated values.

The culture and spirit of the organization bring out the best in people

Define and accomplish goals

“Michael offered a **“hands-on” approach, which involved *all*** participants and was effective in getting a great end result.”

—Rebecca Gustafson, ,  
St. Stephen’s Catholic School

“**He gets things done!** He is equally skilled at conceptualizing a new project as he is at making decisions relative to implementation.”

—Thomas L. Johnson, former President, Council on Crime and Justice

“**I feel confident recommending Michael’s facilitation services to anyone.** “

—Pat Ronken, Dakota County

## Contact:

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