

TEAM BUILDING WORKSHOP FACILITATORS

NAME	RECOMMENDATIONS/COMMENTS
Tim Duncan	Used by Bob Lacey, Don Johnson, Lynne Johnson He does a great job.
Thomas Esensten Organizational Effect. Consulting 11342 Sulphur Mountain Rd. Ojai, CA 93023 805-933-9723 3DogRanch@verizon.net	Used and recommended by Dixon PD. Is helpful with strategic planning, more goal/task-oriented. Used by Pasadena PD. Helped with strategic planning and did a very nice job and is very capable. He is the facilitator of the Command College for POST. Used by Ventura PD. He is the program coordinator for the Command College program. We were happy with the process. Used by Bill Brown. He did a great job for us.
Robert Norman 24600 Shake Ridge Rd. Volcano, CA 95689	Used by Pete Herley. Recommend without a doubt. He has done many, many TBWs and all of the feedback I hear is that he's outstanding.
Richard Garcia Management Services 626-447-3318	Used and recommended by Santa Barbara PD.
Bill Lewis Lewis-McCrary Partners 626-795-6499 LewPart@aol.com	Used by Truckee and Laguna Beach City PD for team building with department and town council with department heads. Very low key and looks for consensus instead of confrontation.
Dave Hudson 707-963-4041	Used by Redding and Foster City PD. Satisfied with results on all occasions. Knowledgeable, low key and cerebral. Recommended for strategic planning/accountability issues. Teaches POST workshops that emphasize holding employees accountable. He does a good deal of research in advance of the workshop, including private interviews with all participants. He doesn't strike me as a cheerleader type or one that will emphasize interpersonal communication aspects of team-building. He may be capable of it, just used him for strategic planning aspects of team building.
Tom Anderson Santa Rose	Used by Brentwood PD. He was the facilitator for the Exec. Development course. He is very intuitive, has good interpersonal skills, and extremely knowledgeable related to organizational issues. He has good experience including command experience so he can relate to all ranks.
Marilyn Manning Mt. View www.mmanning.com	Used by Pleasanton PD and Greenfield PD. Very assertive, bright facilitator. Used by law enforcement, general government and non-profit. Highly recommended.
Paul Whisenand	Used by Irwindale PD. Very pleased with his style and laid back but effective demeanor. POST approved.
Mike McCrary Lewis-McCrary Partners	Used by Hollister and Laguna Beach City PD. His is also the Chief of Los Alamitos PD. He did a great job. Used by Palo Alto by the city's executive staff. He was fantastic.
Ronald Cristando Cristando House 2301 Langton St. Cambria, CA 93428 805-927-5086	Used by Chowcilla PD for a POST based team building workshop. Did a good job. Used by Upland PD. He is very knowledgeable.

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Dr. Larry Murphy	Used by San Carlos PD and exclusively by Redwood City PD. He is an outstanding person and does a very good job. He is a psychologist and an organizational development specialist. His focus has been on policing for years and he knows our business very well. He is one of the nicest, most sincere people you will ever meet and that comes across immediately to the skeptical audience of police officers.
Dave Carey Texas	Dave is out of Texas and works with the team to improve relationships and the way in which you work together. His daughter lives in the Bay area, so he likes to come to California for these. Used to be on the POST list.
Al Malinchak	Used by Garden Grove PD. His credentials speak for themselves. He was career FBI and ran the FBI National Executive Institute. He is now with a company that provides training. Highly recommend without reservation.
Ross Heaton META Consulting 35881 Inverness Avenue Palm Desert, CA 92211 760-345-3065	Used by Westminster PD. Used for team building. Insightful, diplomatic and experienced. A retired Deputy Chief.
Dave Carey www.davecarey.com	Used by LAPD and Irvine PD. He is excellent; smart, thoughtful, great on team work, etc.
Tom Anderson	Used by Pleasanton PD. Very impressed with his energy, willingness to confront naysayers and build consensus.
Ray Birge	Used by Brentwood PD. Recommended if you are looking for a "cop's cop". Was chosen because as a new Chief I wanted accountability with my troops when it came to new and innovative things we were doing; still the bottom-line objective was putting the bad guys behind bars. Ray is the kind of guy hardcore cops instantly respect. He was great. If you're looking for warm and fuzzy, Ray is probably not your guy.
Heidi Crane, PhD Clinical Psychologist 2184 E. El Paso Avenue Fresno, CA 93720 559-322-4775	Used by City of Madera for team building on 3 occasions. Very satisfied.