



**Omega Point
International, Inc.**

*Making Wise Choices
for a Shared Future*

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Founding Partner**
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Stephanie Nestlerode has been a strategic planner focused on enhancing community health for over 30 years. Her consultations help organizations create the internal capacity to make wise choices in turbulent environments with complex stakeholder interests -- balancing short-term crises with long-term goals. Her unique approach to strategic planning uses a facilitated learning approach to integrate organizational development (skill building), stakeholder engagement, and process improvement. Her specialty is system-wide performance improvement. The key is helping individuals, organizations and communities consistently . . .

- **Collaborate:** understand that they are interdependent contributors within a whole system and share responsibility for whole system performance.
- **Innovate:** expand past conventional thinking boundaries, thus opening new opportunities to improve organizational processes, services, customer satisfaction and community health.
- **Drive Decisions with Data:** base strategic choices on whole system data that provides insights into customer satisfaction indicators, operational performance measures, and provides integral learning performance feedback throughout the system.

All three principles must be operative and viewed systemically. Collaboration without innovation can reinforce the status quo; innovation without collaboration can be harmful to other parts of the system; and both collaboration and innovation are meaningful only when driven by performance data.

These organizations utilize her consulting skills to provide technical assistance to their clients:

- The Southwest Center for the Application of Prevention Technology
- The National Child Welfare Resource Center for Organizational Improvement
- Johnson Bassin & Shaw, International, Inc.
- Breakthrough Learning
- Healthcare Forum

"We have used Stephanie in a variety of capacities – finding her especially skillful in the areas of strategic planning and systems thinking. Her orientation is strengthening interconnections. Leaders from each of the nine state department of education, juvenile justice, governor's offices, public and behavioral health and human services departments have been exceeding positive in their evaluations of her work." *Joanie Liebman, Southwest Center for the Application of Prevention Technologies*

"Stephanie has the best combination of facilitation and writing skills that I have seen in over 30 years of work at the local, state and national levels. She sees meeting facilitation not as an end in itself but an integral part of an overall systems development process. She develops relationships and gains input prior to meetings, provides a clear record of the meeting in a timely fashion, and follows up to support the process of change in between meetings. It is exciting to see the transformation of groups with which she works." *Robert Bixler, Johnson Bassin & Shaw, International, Inc.*

"Stephanie is a natural 'systems thinker' and her work shows it. She skillfully uses advanced team-learning methods with a pragmatic approach to organizational improvement—a winning combination in challenging times." *Bette Gardner, President, Breakthrough Learning*

FEEDBACK FROM OMEGA POINT CONSULTING ENGAGEMENTS

"Stephanie's work with us on our strategic plan was beyond my wildest expectations!" *Camille D. Miller, President/CEO, Texas Health Institute*

"Consultation from Omega Point came at a critical time for our organization. We were attempting to integrate two different agencies, each with their own identity, pride, and history, into a new organization. Stephanie's wisdom and associated learning tools gave us a common language to approach this task, and positively influenced the new culture." *Janet Wood, M.B.A., M.Ed., Director, Division of Behavioral Health, Colorado Department of Human Services*

"Stephanie did an extraordinary job in providing executive coaching. She helped each executive stretch their perception of their role in the development of the organization. Her work shaped our executive leadership team into a cohesive, focused team that planned for the best consumer outcomes, staff retention and effectiveness of the entire organization in support of this leadership role." *Barbara Drake, Executive Director of Douglas County Department of Human Services*

PROFESSIONAL EXPERIENCE

**Omega Point International, Inc.,
Colorado Springs, CO and Driftwood, TX** **2000 – Present**

Nurturing the ability to make wise choices related to planning, policies, programs and practices. Creating effective and efficient systems for serving the Common Good. Providing learning opportunities that inspire, guide, challenge and cultivate partnering skills.

Organizational Technologies, Anaheim, CA **1992-1999**

Consulting services focused on leadership development, organizational assessment and positioning, vision creation, culture change, quality improvement and change management.

Baptist Medical Center, Columbia, SC **1987-1992**

Directed the integration of strategic planning and quality management. Already rated as the community's highest quality hospital, the percentage rose an additional 18%. Key elements included leadership development, training, metrics, and quality teams.

Lexington Medical Center, West Columbia, SC **1981-1987**

Directed strategic planning and marketing research establishing Women's Hospital, Retirement Community, Medical Clinics and Outpatient Surgery Center. Designed cost accounting, productivity and patient satisfaction monitoring systems. Founding Member and President of the Carolinas Society for Hospital Planning/Marketing.

South Carolina Division of State Health Planning, Columbia, SC **1980-1981**

Coordinated data acquisition and analysis for the State Health Plan. Authored the Health Status Section. Staffed the Statewide Data Use and Analysis Committee.

Health Planning Council, Inc., Madison, WI **1974-1980**

Provided technical assistance to community groups in program development. Coordinated plan development and reviewed program applications. Designed innovative models for primary healthcare delivery linking rural and urban areas. Initiated wellness programs. Chaired the Wisconsin Data Coordination Committee.

EDUCATION/HONORS

Certificate in Gerontology (electives in Marketing), University of South Carolina, 1986
Masters of Science in Social Work Administration, University of Wisconsin-Madison, 1978
Bachelor of Arts in Social Work with Highest Honors, University of Oklahoma, 1974
Graduated Phi Beta Kappa