

## Services Offered

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Assessment Consultations  
Executive Coaching & Training  
Diversity Planning & Evaluation  
Conflict Resolution  
Mediation  
Arbitration

## Benefits

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A reputation for exceeding customer expectations.

The recognition of achieving the company's goals through enhanced employee productivity, individual and team effort.

An acknowledgement from employees that..."This is the best place to work."

A greater share of the industry market through..."Best Workplace Practices."

## Raising the Bar in the Workplace Human Capital Development

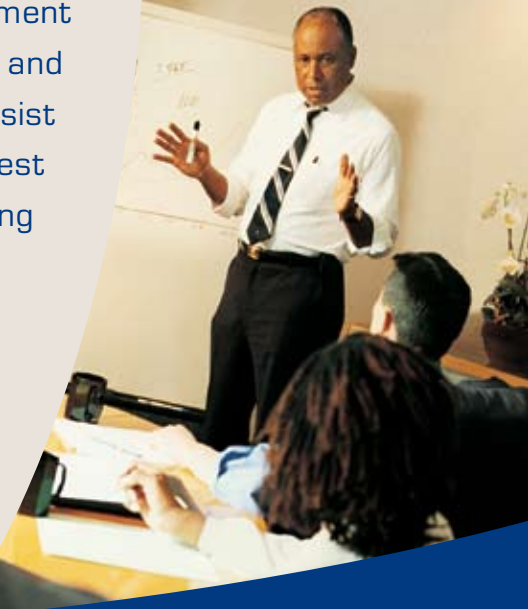
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Building trusted and productive working relationships between an employer and employee is the first step in Raising the Bar in the Workplace, which means creating and maintaining an environment where all perform at their best and make a significant contribution to the organization. Effective communication and positive interpersonal interactions help sustain a workplace culture which encourages creativity and cost effective ways of getting things done. This along with equitable treatment leads to enhanced individual and team performance, necessary elements in achieving a company's goals.

Thomas Resolutions supports human capital development through Executive Coaching and Training, Mediation and Arbitration, Diversity Planning and Evaluation to assist individuals and organizations in reaching their greatest potential. Let us be a part of your strategy for raising the bar!

[www.thomasresolutions.com](http://www.thomasresolutions.com)

**TR**  
THOMAS  
RESOLUTIONS



## Credentials

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### **Thomas R. Watkins – BS MPA**

Thomas R. Watkins, Principal of Thomas Resolutions brings a unique vision of the power of mutual trust in the change process. He has a deep passion for resolving conflict and disputes which spans 20 plus years.

Thomas' years of work experience include Federal Investigator, Mediator and Arbitrator; Licensed Mediator (City of Los Angeles); Certified Arbitrator, Mediator, Settlement Officer (Los Angeles Superior and Municipal Courts); Certified Advanced Practitioner; Employment Mediator ACR (Association for Conflict Resolution); Certified Arbitrator and Mediator FINRA (Financial Industry Regulatory Authority) and State Bar of California's Fee Dispute Arbitration Program.

### **Dorothy Hayden-Watkins – BA MEd PhD**

Dorothy Hayden-Watkins is an experienced professional having held numerous leadership positions as a senior executive in the public and private sectors. She has broadbased experience as an educator, program and project manager, advocate and change agent for diversity and EO.

Dorothy's 25 plus years of experience include Classroom Teacher and School Administrator; Senior Executive State Government, Senior Executive United States Government (Senior Executive Service), Senior Executive and Officer of Fortune 500 Company.

## Professional Experience

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Enforced Federal and State EEO Laws, Rules and Regulations in the public and private sector workplace

Investigated individual, class and systemic employment discrimination complaints

Conducted Employer Compliance Reviews

Conducted Mediation and Arbitration of federal and state employment discrimination complaints

Presented coaching and training for small employers and Fortune 500 companies

Reviewed and analyzed official workforce data: EEO-1, EEO-3, EEO-4, and EEO-5

Designed and implemented Diversity Strategies and Programs

## Industry Experience

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Academic Institutions

Airline Industry

Broker Dealer Industry

Community Based Organizations

Construction Industry

Entertainment Industry

Government

Hospital Industry

Hospitality Industry

Restaurant Industry

Unions

Call us today for a Complimentary  
On-site Assessment

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**Raising the Bar in the  
Workplace**

**Human Capital Development**

**Committment**  
to  
**Excellence**  
**Fairness**  
&  
**Integrity**