

Gayle Waldron

Gayle Waldron founded The Management Edge® in 1986. Gayle has always combined consulting with managing and growing the business. The company has grown from one consultant to a cadre of 12, many of whom have been with the company for more than 10 years.

Gayle's work is always about more than making a living. It is about making a living in an ethical way that genuinely improves the work situation for the clients, the larger "community" and the company.

Recognized as an excellent trainer and teacher, she has held adjunct faculty positions at the University of Florida, the University of Southern Maine, and St. Petersburg College. She developed the curriculum for a multitude of courses and provided "train the trainer" courses, as well. She is a recognized speaker at conferences in the states and abroad on issues related to the workplace, personality, conflict resolution, and women and leadership.

Gayle is widely regarded as an Organizational Development innovator and pioneer. She was a major force behind the highly successful Environmental Restoration Facilitated Partnering Initiative, that to date has saved hundreds of millions of dollars and countless years of effort for the Department of Defense, Department of Energy and the US Environmental Protection Agency.

Gayle is active in advocacy for women in business. She was on the planning committee for Harvard's "Women and Power: Leadership for a New World" Reunion and Conference. Gayle is on the Executive Advisory Board and the Committee on Coalition Partnerships for Women Impacting Public Policy (WIPP). Gayle is the former co-Chair of WIPP's Procurement Committee, an active member of the National Association of Women Business Owners (NAWBO) and is certified by Women Business Enterprise National Counsel (WBENC).

Certifications:

- Organization Development Professional (RODP)
- Organization Development (NTL Institute)
- Effectiveness Training®
- Stress Mapping®
- Empowerment
- Situational Leadership II®
- Personal Directions®
- DiSC®
- Myers-Briggs Type Indicator® (advanced)

Fact Sheet

History: Founded in 1986, as a one person, woman-owned company, The Management Edge® (TME) has experienced steady growth and holds corporate and long-term government contracts.

Services: Known as “The People Solvers®”, TME is an Organization Development and training firm headquartered in Tampa Bay, Florida. They provide services and products to address workplace interactions, team building, collaborative work processes, work style differences, change management, and professional development. Their consultants are seasoned, highly skilled, organization development, management and training professionals at the top of their field. They accelerate productivity and performance by resolving issues between people so that the good intentions of co-workers are realized, good ideas are heard, alignment is built and goals are achieved more efficiently.

Overview: TME has the capacity to handle multiple large government contracts ranging throughout the country and overseas, as well as multiple corporate contracts covering entirely different requirements. TME is a dynamic and innovative, woman-owned 8(a) certified SDB, and a proud member of the Women’s Business Enterprise National Council, the National Association of Women Business Owners and Women Impacting Public Policy.

Clients: Corporate services are easily accessed through a variety of contracts such as:

- Multi-year contracts with cost ceilings, covering one or more projects
- Monthly or quarterly retainers
- Lump-sum or fixed price for training events, packages of training events or organization development or change management projects
- Per Day billing for short term projects

Certifications:

- 8(a) Small Disadvantaged Business (SDB): SBA 2004
- Woman Owned Business Certified:
- Women's Business Enterprise National Council (WBENC) 2004

Mission: “We dramatically enhance the performance, productivity and success of organizations through unleashing the positive potential of an educated, engaged, aligned workforce.”

Contact: www.themanagementedge.com • (888) 588-9481 • info@mgtedge.com
12360 66th Street • Suite S • Largo, FL • 33773

Testimonials

"The quality of their work and contribution to the efficiency and effectiveness of the organizations they support is the best I have ever encountered... The teams that they have helped create and facilitate make better decisions, are more productive, find solutions to problems that have saved the government millions of dollars in costs avoided and time saved on projects."

Jon D. Johnston - Chief, Federal Facilities Branch, EPA Region 4

"... I have rarely seen the level of professionalism and skill competencies that I experienced with Gayle Waldron and The Management Edge."

Joseph Turmage, Ph.D - Senior Vice President, PG&E Generating

"Work was of the highest quality, constantly strives to improve services and team performance... It is doubtful that the success the team enjoys today would be possible without Ms Waldron and her staff's intervention."

*John F. Krishack - Environmental Installation Restoration Program Manager, P.E.
Eglin Air Force Base*

"Very good, organized, high quality training and facilitation... Two of the teams have since moved to become self-facilitating, high performing work groups."

Paul Leonard - Senior Process Manager, EPA Region 3

"They accomplished the task remarkably... The results of their work have always been positive and beneficial to my organizations. I would highly recommend The Management Edge to any organization."

Andrea Runge-Osbourne - HR Partner, IBM

"The overall program showed such significant improvements in the cycle time and cost of the remediation process that the program was recognized by the White House."

Tony Allen - VP Operations Navy Clean Program 1993-1995

Suggested Questions

1. What are the types of companies that come to TME for help?
2. Is there a difference between how you handle corporate and government clientele?
3. Explain why you are known as "The People Solvers®".
4. How does a team utilize Organizational Development to be more effective?
5. Why does coaching by TME require a minimum 3-month commitment?
6. What are the principles of Adult Learning Theory?
7. How (or why) is strategic planning incorporated into the work you do with clients?
Can you (or do you) work with any clients who do not have strategic plans?
8. What qualifications do your employees have to have to be a facilitator, mediator or coach at TME?
9. What does TME do to keep the development of each client from becoming clones of each other?
10. You recently spoke out against the SBA proposed rule that reduces federal contracts protected status for women-owned businesses. Why should women have protected status?