

### Lory A. Fischler

How many times have we all attended staff meetings or business conferences where it felt like the only thing that was accomplished was that everyone aged another hour (or three)? How many times have we all felt that, if our negotiating skills were just a teensy bit better, our results would have been significantly better? How many times have we all wished for conflict-management or decision-making tools, techniques, and strategies that not only were easy to use but actually worked?

Lory Fischler is the senior associate of Leadership Development Services, LLC. She knows how to make meetings work and has a large store of easy techniques for managing conflict, for making tough decisions and effectively negotiating results you want to achieve. Best of all, with twenty-five years' experience in coaching leaders, improving team dynamics, and building negotiating skills, she knows how to share her knowledge and expertise so that everyone who participates in her training seminars and mentoring workshops benefits substantially.

Ms. Fischler is the creator of Leadership Development Services' unique *Effective Meeting Model*<sup>®</sup>, which, along with its accompanying support materials, is widely used by clients to improve the quality and efficiency of their meetings. Her Workstyle Inventory Instrument promotes self-understanding and team interaction. With Dr. Lois Zachary, she co-authored *Creating and Sustaining Collaborative Partnerships* (2002) and a series of pocket toolkits focusing on mentoring excellence. She also develops customized programs for organizations and provides train-the-trainer sessions to assure the quality and success of those programs.

Ms. Fischler is a graduate of Lake Erie College and has studied at the University of Grenoble, Boston University and Boston State University. She is a Master Instructor for Motorola University, and in 1991 she was the first person to receive Motorola University West's Instructor of the Year Award.