

Andrea Dyer.
Demeter Matrix Alliance

Andrea Dyer is a founding partner of Demeter Matrix. Andrea believes business results are influenced by many factors, including leadership capability, team learning capacity, enabling strategies, operational effectiveness, healthy partner alliances, fulfilled and respected employees, and coherent organizational culture. She coaches and consults with individuals, teams, and divisions on these various organizational aspects.

Clients have recognized personal results, innovations in business practices, and leadership and organizational effectiveness through demonstrated success in the following areas:

- Integrating a framework for capability development (personal & professional) that enables the client to obtain desired results.
- Developing their capacity to think about, communicate and address complex issues collectively, systemically and creatively.
- Engaging the organization in leading change and transforming the business.
- Creating energy, commitment, and alignment around a shared set of core aspirations.
- Fostering an environment that values diverse points of view, builds trusting relationships and encourages risk taking.

As part of her work, Andrea provides integral coaching to leaders, managers and individual contributors, supporting them in realizing their external goals while developing their internal capabilities. She works with coaching clients in the following three domains: developing leadership capability, specific professional skills, and personal effectiveness & fulfillment.

Prior to founding Andrea Dyer Consulting in 1997 and Demeter Matrix in 2000, Andrea worked for Arthur Andersen's Business Consulting practice for over 10 years. While at Arthur Andersen she consulted with companies across many industries in the areas of organizational learning and development, strategic visioning and planning, change enablement, process reengineering, and activity-based financial analysis. As a senior manager at Arthur Andersen she was the Practice Leader for the Organizational Learning and Change Enablement practice in Northern California.

Andrea's clients cover a wide range of industries and functional areas. Some of her clients have included Agilent, Archstone Smith, The Coca-Cola Company, Esprit de Corp., Geneva Steel, Hewlett Packard, Kaiser Aluminum, Levi-Strauss & Company, The Minute Maid Company, Moody's KMV, Pacific Bell, Pillsbury Winthrop, Ploughshares Fund, and Sun Microsystems.

Andrea's clients recognize that they will not be as successful in the future operating from their assumptions of the past. Thus, they desire to experiment with new ways of thinking and being. Andrea enjoys working collaboratively with other consultants and her clients to leverage diverse knowledge, experiences and approaches.

Andrea is credentialed as a Professional Certified Coach by the International Coach Federation and New Ventures West, a premier and well established Coaching Organization. She lives in Tiburon, California, and works both domestically and internationally.