



Yasuko Short

Consultant



Yasuko's pragmatic approach to her work comes from her extensive international HR and OD practitioner experience as well as from her ADR mediator experience. Her strengths are in problem solving, assessing and diagnosing workplace effectiveness and helping organizations develop the best people strategies to achieve their goals.

As Vice President/HR Generalist for Japanese banks in the US with Japanese management and a Dutch securities company in Japan with British management and the workforce from various countries in Europe, the Americas, and Asia, she managed all aspects of HR activities. Her over 20 years of HR practice encompasses legal compliance, employee relations including dispute resolution, development and implementation of training program, domestic/expatriate benefit and compensation, personnel budget management, and recruitment/selection/termination, including reduction in force as well as performance assessment and coaching. In particular, she successfully served as a liaison, between foreign management and culturally diverse employee populations, and proactively mediated and problem solved workplace conflicts; no employee filed employment-related legal challenges during her tenure.

As an OD consultant of 10 plus years, she has advised organizations in manufacturing, financial, food, and logistics industries as well as non-profit organizations such as charter school, healthcare, and women's center on various talent management issues. Her OD work includes organization effectiveness diagnosis, employment policy development, development of performance competencies and evaluation metrics, training, coaching, culture assessment, and recruitment and termination.

She also served as a Los Angeles Superior Court ADR program pro bono mediator for 5 years and successfully mediated civil and small claims disputes. Recognizing the litigants' underlying concerns and issues by listening and asking the right questions was the skill she appreciated in her mediation practice. She received the Northeast Region ADR mediator recognition award in 2008 for her mediation work.

Yasuko's approach to OD work is diagnostic. She listens to the needs and wants of clients while identifying their underlying workplace concerns and challenges before starting her OD work.