

Personal Philosophy and Work Focus

As founder and president of Holon Consulting, a human and organizational development consulting firm, I engage all parts of the system in sharing information and decision-making around relevant issues. My approach promotes collaborative, learning environments where building common ground and consensus among diverse perspectives is driven by core values and shared vision.

The key elements of my personal philosophy are four-fold. The first element is **integration**, blending the mind (thought), body (action) and soul (purpose). Followed by **empowerment**, acknowledging and supporting the passion and gifts natural within each of us. The third element is **growth**, providing the tools to co-create learning environments. Lastly is **holism**, operating with the awareness of the entire system, identifying the causes behind the symptoms and seeking long-term solutions.

At the core of my consulting firm is my passion for "digging deeper." I draw on developmental psychology, systems theory, learning organizations and change theory to provide tools for greater honoring of each other, connection to purpose, and achievement of goals. My services focus on engaging all parts of the organization in clarifying shared vision & values, and in implementing those in everyday work life.

Work Focus

Key consulting services include:

- (1) building partnerships through shared vision, values, goals and strategies
- (2) organizational change
- (3) Strategic Visioning and Planning
- (4) large group forums
- (5) empowering teams (e.g. Boards, work units, project teams, departments, etc.)
- (6) meeting design & facilitation
- (7) collaborative problem solving
- (8) coaching

These key services focus on helping public and private sector organizations and communities build strong leaders, teams and relationships among their partners. Partners are those people who share responsibility for the successful outcome of the partnership/project/service/process, inside & outside their organizations, teams and communities.

My intent is to empower clients to develop learning environments that promote change and transformation through collaborative approaches, such as dialogue, open space and appreciative inquiry. Based on self-organizing systems, these participatory designs generate buy-in where there is diversity, leading to successful resolution & implementation.

I feel honored to live my passion in a way that contributes to the wholeness of others and provides the opportunity for greater alignment to what has heart and meaning in their personal and work lives.

- Co-develop a Strategic Vision for Public Relations Division of large state agency; include meetings and input from internal & external customers, using graphic facilitation and a whole systems approach, Phoenix, Arizona
- Co-develop a charter (Mission, goals, Guidelines) and Issue Resolution Process with the senior student group of private K-8th Center for Education, Bayside, CA
- Design and Facilitate Strategic Planning Retreat for Humboldt Merchant Services, Eureka, CA

Partnering & Team Building

- Strategic Partnering sessions to build internal & external customer relationships, mission, agreements and action plans with the Arizona Department of Transportation, its Transportation Planning Division, and local, state and federal agencies, State of Arizona
- Design & facilitate Partnering Workshops and ongoing steering committee meetings for State, Federal & Tribal Partnerships: Department of Transportation, Navajo Nation, Bureau of Indian Affairs & Federal Highways Administration (includes Executive leadership partners, their direct reports & support staff), AZ
- Design and facilitate partnering workshops for partner groups key to the success of the Design Build construction re: SR22, Orange County, CA
- Design and facilitate Team Building sessions to improve meeting productivity and value; and to enhance team members' meeting skills for Board & staff members' meetings; define and clarify innovative leadership of Board, CATs (Californians for Alternatives to Toxins), Eureka, CA
- Explore, identify & implement effective ways to support the Board of Directors, HSU Natural History Museum, Arcata, CA

Design and Facilitate Large Group Forums:

- Arizona Transit Association, Spring Conference for Rural Transit Managers: Desired Future State, Tucson, AZ
- Middle Managers Forums (annual from 1997 until 2007) to address key organizational issues, Organization & Employee Development Office, Arizona Department of Transportation, Phoenix, AZ
- Transportation Industry Partners, Partnering Office (annually from 1998 through 2004), Arizona Department of Transportation, AZ
- Women Business Leaders, annual event, Technologico de Monterrey, Monterrey, Mexico
- Humboldt State University (HSU), NORTHCOAST EDUCATION SUMMIT, workshop: *"Building Coalitions through the Partnering Process,"* Arcata, CA

Group/Team Facilitation

- Co-design & co-facilitation of Transportation Industry-wide Core Team, for the Partnering Section of the Arizona Department of Transportation, AZ
- Facilitate team of partnering stakeholders: ADOT/Tribal Strategic Partnering Team designed to promote the partnering among the Tribal Governments, State and local entities. The Intermodal Transportation Division and the Civil Rights Section of the Arizona Department of Transportation sponsor this team.
- Facilitate shared mission (vision, mission, goals, roles, issue resolution and action planning,) for the Department of Environmental Quality & Department of Health for the Gila River Indian Community in Gila Bend, Arizona.
- Develop & facilitate a UIHS (United Indian Health Services) Monthly Providers Meeting designed to identify meeting agreements and structure that promote healthy communication and decision making among all participants, Klamath & Arcata, CA

Instructional Design

- Design for classes & workshops, Humboldt State University (HSU), Arcata, CA
- Design classes (including the facilitator's guide, resources and participants' handouts) and trained facilitators to deliver classes for the Intermodal Transportation Division of the Arizona Department of Transportation. Classes include:
 - Conducting a Partnering Workshop
 - Introduction to Partnering
 - Making Partnering Work in the Field
 - Leader's Guide to Issue Resolution
 - Leading Teams to Build Partnerships

Collaborative Problem-Solving

- Facilitated the Arizona Department of Transportation's Partnering Section team to co-develop a collaborative problem solving process for their own team
- Facilitated collaborative problem solving sessions for the Prescott, Cordes Junction, Yuma and Globe maintenance Districts of ADOT
- Designed and facilitated a series of interviews and problem solving meetings with Greenworks Plaza, a collaborative group of partners, representing diverse views, Sedona, Arizona.

Conduct Focus Groups

- Designed the "Customer Focus Groups" and trained "facilitators" for Arizona Department of Transportation annual, Agency Conference, Phoenix, AZ
- Designed and facilitated "Shared Expectations Customer Meetings," for the Procurement Section of the Arizona Department of Transportation
- Designed and facilitated focus groups with the middle managers (employees) of the Arizona Department of Transportation, AZ
- Designed and conducted employee focus groups for Rio Salado Community College in Tempe, Arizona

Facilitate Process Improvement Teams

- Facilitated and developed a collaborative statewide, Leadership Network for the Arizona Department of Transportation, AZ
- Facilitated a cross division team to develop an Improved Project Management Process for the Highways Division of the Arizona Department of Transportation, Arizona

Life Coaching

- Personal visioning and goal setting process: facilitate a process to review one's past, take stock of the present, then imagine and plan for a fulfilling future (tools include a unique workbook, *The Personal Compass*, by Grove Consultants).
- Archetypal Consulting: Identifying the archetypes (patterns of behavior) that influence the direction of one's life; and how to work with that awareness to pursue higher potential and life calling.

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| <p>Interests 2180 Lexington Court, McKinleyville, CA 95519 http://www.holonconsultants.com</p> | <ul style="list-style-type: none"> • Whole Systems Change Partnering and Large Group Meeting Design | <ul style="list-style-type: none"> • Collaboration • Consensus Building | <ul style="list-style-type: none"> • Personal Development (707) 839-4710 • Transformation through meaningful conversations |
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Client List

Provided consulting, facilitation and training services to:

- **CCAT** (Campus Center for Appropriate Technology), CA
- **Arizona Department of Transportation**
 - Administrative Services Division
 - Communication & Community Partnerships Division
- **Humboldt Merchant Services** Eureka, CA
- **CalTrans.** Orange County, CA
- **Arizona State University Research Center**
- **CATs** (Californians for Alternatives to Toxins)
- **ATSPT:** Tribal Forum & Safety Summit Phoenix, AZ
- **Honeywell**
- **City of Phoenix**
- **Mistwood Center for Education,** Bayside, CA
- **Deer Valley Unified School District,** Phoenix, AZ
- **TREES FOUNDATION,** Garberville, CA
- **UIHS** (United Indian Health Services), CA
- **Jade Dragon Medical Spa,** Arcata, CA
- **Arizona Department of Transportation**
 - Partnering Section
 - Middle Managers' Section
 - State Engineer's Office
- **Arizona Highways Magazine**
- **Maricopa Community Colleges**
- **Cochise County**
- **Hopi Tribe, Arizona**
- **AT&T**
- **Bureau of Indian Affairs**
- **Indian Health Services,** Phoenix & Tucson, AZ
- **Prescott Unified School District,** Prescott, AZ
- **Navajo Nation, Window Rock, AZ**
- **Arizona Council of Governments and Metropolitan Planning Organizations**
- **Appropedia,** Palo Alto, CA
- **Arizona Department of Transportation**
 - Maintenance Organizations
 - Equipment Services
 - Transp. Planning Division
 - Procurement Section
- **Humboldt County: Board of Advisors, In Home Support Services** (IHSS), Eureka, CA
- **Arizona Transit Association: Rural Transit Managers Forum, AZ**
- **Arizona Tribal Governments' Planning Departments**
- **Eco Hostel Bd. of Directors, CA**
- **Navajo Nation DOT** (Department of Transportation), Arizona
- **Arizona Transit Association, AZ**
- **Humboldt State University (HSU), CA:**
 - Environmental Resources Engineering Department, CA
 - Board, Natural History Museum
 - Information Technology Group
 - Nursing Department
- **University: Technologico de Monterrey,** Women's Leadership Program, Monterrey, Mexico
- **Federal Highway Administration**
- **Southwest Strategy Partnership:**
 - Lake Havasu City
 - Bureau of Land Management
- **Greyhound Corporation**
- **Jamie Walling, CPA & Associates**

**Education/
Professional
Development**

- 1973, Bachelors of Science in Education, Buffalo State University College, Buffalo, New York
- 1985-89, Master level certification in Human and Organizational Development programs
- 1998-2004, Lead designer in the development of internationally benchmarked partnering programs

Post Graduate Training & Certifications:

- Psych-K certification (Psychology of Change Process), San Mateo, CA
- Open Space (large group meeting approach) Training, San Francisco, CA
- Jean Houston, "Leadership Training Workshop," Humboldt State University, Arcata, CA
- Jean Houston, "Social Artistry Intensive," University of Ashland, Ashland, Oregon
- Hudson Institute, "LifeLaunch: Personal Envisioning," Santa Barbara, CA
- CMED Institute, "Certification Program: Sacred Contracts", Carolyn Myss, Chicago, Illinois
- Grove Consultants, "Strategic Visioning," San Francisco, CA
- Grove Consultants, "Graphic Facilitation," San Francisco, CA
- Dreyfuss Enterprises, "Whole Systems Transformation," San Francisco, CA
- Davis & Dean, "Making & Managing Transitions of Change," Seattle, WA
- Federal Highway Administration, "Metropolitan Transportation Planning , and Improving Effectiveness of Public Meetings and Forums," Phoenix, AZ
- Cornerstone Professional Development: "The Customer Need Driven Organization," Mesa, Arizona
- Nicolay & Barrette, "A Step-by-Step Guide for Assembling Course Manuals," Phoenix, AZ
- Designer/Facilitator Certification, Prism Performance Systems, "Team Performance Excellence," Farmington Hills, Michigan
- Being First, "Large Systems Change," Durango, Colorado
- Master Facilitator Certification, "Zenger Miller Leadership and Employee Development Programs," San Jose, California
- Intensive: "Worldwork and Conflict Resolution," Process Oriented Psychology, Arnold Mindell, Portland Process Center, Portland, Oregon
- "Mediation Training," Office of State Attorney General, Phoenix, Arizona
- "Intensive: Traditional Indian Medicine and Spiritual Facilitation," Corondolet Health Services, Tucson, Arizona
- Teacher Consultant, "National Writing Project," Arizona State University, Tempe, Arizona

References

- ❑ James Young, ADOT (Arizona Dept. of Transportation)
Partnering Division Director
206 S. 17th Avenue, Room 175A
Phoenix, Arizona 85007
(602) 712-7556
- ❑ Nathan Banks, Senior Engineering Manager
FHWA Arizona Division
4000 N. Central Ave., Ste. 1500
Phoenix, AZ 80012
(602) 382-8960
- ❑ Sabra Mousavi, ADOT Chief ROW Manager
612 E. 205 S. 17th Avenue
Phoenix, Arizona 85007
(602) 712-6840
- ❑ John Harper
ADOT, District Engineer
1801 S. Milton Rd., MD F500
Flagstaff, AZ 86001
- ❑ Don Sneed
ADOT, TPD-Tribal Liaison and Senior Planner
206 S. 17th Ave., MD 310B
Phoenix, AZ 85007
- ❑ Kathleen Terra, M.D., Diabetes Medical Advisor - PHV (Arcata)
(UIHS) United Indian Health Services, Inc.
Arcata, CA
(707) 825-4057
- ❑ Lonny Grafman
CCAT (Center Campus for Appropriate Technology), Board of Directors
Arcata, CA
(707) 845-6454
- ❑ Sherri Provolt, Clinical Services Division Director
(UIHS) United Indian Health Services, Inc.
Arcata, CA
(707) 825-4057
- ❑ Myra (Rusty) Rothman, ADOT Right of Way Tribal Liaison
1801 S. Milton Rd., MD F500
Flagstaff, AZ 86001
(928) 779-7510
- ❑ Susan Boese
Friends of the Board, HSU Natural History Museum
Arcata, CA
(707) 822-7483
- ❑ Marsha Aden-Wansbury & Julie Dorman
Mistwood Center for Education, Co-Directors
1928 Old Arcata Road
Bayside, CA 95524
(707) 826-1150
- ❑ Jamie Walling, CPA Owner, Jamie Walling & Associates
531 A Summer Street
Eureka, CA 95501
(707) 443-6721