

SCOTT M. SEARS

Resume Brief

SEARS ASSOCIATES
355 Pennsylvania Ave.
Trumansburg, NY 14886

phone: 607 387-3100
fax: 607 387-3766
scott@searsassocs.com
www.searsassocs.com

EDUCATION:

Master of Arts in Conflict Resolution – M.A. Antioch University; Yellow Springs, OH
Bachelor of Science – B.S. Regents College, Albany, NY

PROFESSIONAL FOCUS/SUMMARY:

Mr. Sears has extensive experience as a public involvement practitioner, facilitator, mediator, and consultant with a focus on collaborative planning, organizational development, and conflict engagement in academic, governmental, organizational, school, business, and community settings. Through this diverse background he has considerable expertise in:

- Guiding organizational development and participatory planning processes
- Engaging academic institution stakeholders in productive dialogue
- Designing and facilitating strategic planning endeavors
- Co-developing operational and institutional system improvements
- Consensus building in governmental-public deliberations
- Enabling creative and constructive conflict engagement
- Assisting learning and action amongst diverse individuals and groups
- Providing high-value training for organizational system development

Having left his position on the organizational development outreach faculty at Cornell University early in 2007, Scott is currently in independent practice as Sears Associates, where he brings together teams of professionals to create tailored sets of expertise that match specific project needs.

POSITIONS:

Principal/Owner, Sears Associates: Organizational Development, Community Engagement, & Strategic Planning; Trumansburg, NY (2007-present)

Senior Extension Associate, Programs for Employment and Workplace Systems/ILR Extension Organizational Change Group, New York State School of Industrial and Labor Relations, Cornell University; Ithaca, NY (1999-2007)

Private Consultant, Scott Sears Consulting: Collaborative Planning, Learning, & Conflict Resolution; Trumansburg, NY (1994-2000)

Facilitator/Mediator/Trainer, Community Dispute Resolution Center; Ithaca, NY (1995-2007, part time)

Project Manager for Architectural Design and Construction, Cornell University; Ithaca, NY (1991-2000)

Publisher and Owner, Reflection Publishing Company; Ithaca, NY (1985-1990)

Human Service Staff, Camphill Village; Kimberton, PA (1978-80)

REPRESENTATIVE PROJECTS:

PUBLIC/COMMUNITY/MUNICIPAL

Utica-Oneida County Food Policy Council: Facilitation of a USDA-funded regional food policy council involving more than 40 community partners in creating coordinated services to address hunger and food system sustainability; Utica, NY (2010-present)

Clinton Global Initiative: Facilitation at three-day event of international governmental, non-governmental, and business leaders addressing economic, social, and humanitarian needs in developing countries; NYC (2005)

New York State Department of Transportation: Agency-wide/multi-regional organizational and staff development research and consultation related to customer service and public involvement in decision making. Locations throughout NYS (2003-2006)

CONSULTING/ STRATEGIC PLANNING

Cornell University Cooperative Extension: Consultation and strategy development for central administration team effort on state-wide strategic planning process. Ithaca, NY (2012)

Museum Association of New York: Partnership building and merger deliberation for multiple state-wide non-profit museum services organizations. Albany, NY (2011)

Farm-Based Education Association: Strategic planning design and facilitation for a national education resource program: Concord, MA (2007-2008).

TRAINING

U.S. Department of Defense Education Activities: Course development and agency-wide delivery of conflict styles training program; Washington, DC (2010)

United States Green Building Council New York: Curriculum development for seven training courses on green building skills for construction contractors and tradespersons; NYC (2008-10)

MEDIATION

Two-party interpersonal conflicts: Have performed over 260 confidential mediations, (1992-2011)

Multi-party conflicts: Have performed over 200 group problem solving and/or planning sessions related to environmental, organizational, and/or planning situations (1994-2011)

SELECTED PROFESSIONAL ACTIVITIES and AFFILIATIONS:

Association for Conflict Resolution, Practitioner Member: Environmental/Public Participation AND Organizational Conflict Management Sections (1998-2006)

National Association for Community Mediation, Member (1997-2007)

New York State Dispute Resolution Association, Member (1995-2006)

CURRENT PUBLICATIONS:

Relational Facilitation: The Purpose and Practice of Leading Groups Responsively. In *Transformative Mediation: A Sourcebook:* Association for Conflict Resolution and Institute for the Study of the Transformation of Conflict. 2010. Coauthored with Judith Saul.