

Thomas J. Neuville

Facilitating Growth & Health With People & Organizations □ *Non-Profit - Government - Corporate*

Expertise

*Educating
Facilitating
Organizing
Strategizing
Participatory Action
Self Organizing -Group
Processes
Information Synthesis*

- Proven ability to provide effective counsel at the senior executive and management level.
- Demonstrated skill in developing and implementing productive work and community teams through conflict resolution, dialogue processes, and community action development.
- Expertise in discovering, developing, and implementing leading edge methods for practical and citizen based service application.
- Track record of success in building cooperative coalitions among professionals, community, and government leaders.

Education

Colorado State University
Ph. D. Education & Human
Resources

University of Phoenix
MBA - 1987

University of Wisconsin
BSW - 1974

Professional Background

Elephant Rock Educ & Planning, Conestoga, PA 1991 to Present
INDEPENDENT EDUCATOR, FACILITATOR & STRATEGIST

- Effectively perform as counsel to senior management to clarify mission and move organizations to collective action.
- Serve as interim CEO during organizational reorganization & transition.
- Develop and implement innovative systems to resolve conflict and develop consensus.
- Establish streamlined fiscal management systems, resulting in improved budgetary processes and significant client savings.
- Design and deliver constructive educational programs resulting in healthier communities and more democratic systems.

Client Highlights

McDonald's
King Soopers
Denver Public Schools
Visiting Nurse Assoc. Of Amer.
Colorado Dept. of Education
Univ. of Northern Colorado
Keystone Service Systems
United Cerebral Palsy
State of Pennsylvania
American Dynamics
Denver ARC
U.S. WEST

Associate Professor *1999 to present*

Millersville University

□ *Professor of Special Education*

Adjunct Professor *1991 to 1997*

UNIVERSITY OF PHOENIX

- Instruct Strategic Planning, Project Management, and Theory & Issues of Education & Facilitation courses.

COLORADO STATE UNIVERSITY

- Instruct Multicultural & Diversity in Classroom
- Perform qualitative research for the School of Occupational and Educational Services
- Course work in Social & System Change and Staff Development

Commonwealth Institute, Harrisburg, PA 1988 to 1991

PRESIDENT & EXECUTIVE DIRECTOR

- Established a broad-based coalition among board, facilitating transformation to premier educational institute in region.
 - Developed and delivered incubator processes for start-up businesses, positively impacting the business community.
 - Significantly increased community cooperation, awareness, and collaborative efforts among diverse groups.

Affiliations

Whole School Consortium
TASH
Association for Community
Living Arapahoe/Colorado
Camp Hill Association of North
America

Profile

Millersville University P.O. Box 1002 Millersville, PA 17551 (717) 871-4880

Previous Background

Career Dimensions Foundation, Denver, CO

1986 to 1988

FOUNDER & DIRECTOR

- Established organization, which successfully placed individuals with disabilities.
- Identified and secured private funding sources on a national scope.
- Designed effective communities for transitioning students into the work place.

Colorado Division of Rehabilitation

1978 to 1986

SENIOR CONSULTANT & EMPLOYMENT SPECIALIST

- Developed separate marketing arm for Employee Service Program which placed over 750 employees in the first year to clients including: Hewlett-Packard, United States Postal Service, EG&G, Samsonite, Keebler, AT&T, Western Electric, and United Airlines In-Flight Services.
- Designed and delivered diversity training to a wide range of corporate clients, resulting in increased understanding and effective communication.
- Served as school counselor and community connector for Denver Public Schools.

Accomplishments & Recognition

Graduate □ Denver Community Leadership Forum

Distinguished Service Award □ Goodwill Industries

Leadership & Community Service Award □ Association for Community Living

Appointee □ Commissioner of Denver Mayor's Commission for People with Disabilities, 1986 to 1988

Development of "Best Valued Community" concept and processes for regionally prominent non-profit agency.

Special Needs Career Awareness Committee □ The Boy Scouts of America

Educational Expertise

Developing Community Organizations Through Grassroots Development

Strengthening Organizational Ecology Through Character Organization⁷

Discovering Common Ground Through the Future Search Conference

Living, Thriving & Profiting from the Expectation of Change

Building Strong Communities With Powerful Citizens

Evolving Leadership By Way of Self Determined People

Asset Based Community Development

What Customers Say

“Your scope of knowledge, depth of values, and philosophy of group learning, far exceeds and transcends our desired outcomes”

"You have allowed laughter, fun and quality work to once again enter this building”

AYou guided us to an understanding of what it means to do it right
And we are renewed not overwhelmed”

AA powerful and inspiring facilitator and speaker”

"Thomas is an insightful joy to listen to”