

# SCOTT M. SEARS

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Resume – October, 2007

**SEARS ASSOCIATES**  
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## EDUCATION:

Master of Arts in Conflict Resolution – M.A. Antioch University; Yellow Springs, OH

Bachelor of Science – B.S. Regents College, Albany, NY

## EMPLOYMENT:

*Principal/Owner*, Sears Associates: Organizational Development, Planning & Training, Trumansburg, NY (2007-present)

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

*Construction/Project Manager for Architectural Design and Construction*, Cornell University, Ithaca, NY (1991-1999)

*Facilitator/Mediator/Trainer*, Community Dispute Resolution Center, Ithaca, NY (1995-1999, part-time)

*Publisher/Owner*, Reflection Publishing Co., Ithaca, NY (1985-1990)

*Contractor/Owner*, Sears Construction, Guerneville, CA (1980-1985)

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

*Tradesman/Carpenter*, Cronemiller Architecture & Construction, Mendocino, CA (1971-1978)

## PROFESSIONAL FOCUS:

Mr. Sears currently focuses on providing consulting services for organizational development, planning, partnership building, and employee skill building within the construction, transportation, and sustainable energy industries. Coming from a unique set of backgrounds, blending experience in the fields of construction, project management, conflict resolution, and group learning, Scott works to maximize productive outcomes through highly-participatory processes of deliberation and interactive learning. Prior experience includes extensive consulting, facilitation, and training curriculum design within governmental, municipal, school, business, non-profit, and community settings. Having left his position as a member of the outreach faculty at Cornell University early in 2007, Scott has just recently begun in independent practice as Sears Associates, where he brings together teams of professionals to create tailored sets of expertise to match specific project needs.

## **REPRESENTATIVE PROJECTS:**

### **TRAINING & CURRICULUM DESIGN**

*Contractor's Association of Greater New York:* Negotiation, communication, and career development training for 350 on-site construction management superintendents; NYC (2003-2004 and 2006-2007)

*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. Includes best practices curriculum development and provision of train-the-trainer workshops at locations throughout NYS (2003-2007).

*New York State Association of Counties:* Design and delivery of "Building Consensus in a Political Environment" trainings for newly elected county officials; various NYS locations (2006-2007)

*International Brotherhood of Boilermakers and Federal Mediation and Conciliation Services (FMCS):* Demonstration project development, facilitation, and handbook publication for implementation of union-management gainsharing programs in the energy construction industry. Locations throughout the U.S. (2003-2005)

*Planning, Design, & Construction:* Workplace efficiency and conflict resolution skills training and system development for 300-person facilities design and construction service provider; Ithaca, NY (2001-2002)

*NYS Arts Alliance:* Peer consultation/action learning train-the-trainer project for arts alliance directors; NYC (2002)

*Rockville Center School District:* Labor-management relationship building and interest-based/mutual gains training for teachers and administrators; (2002)

*USDA:* Delivery of training modules on community conflict resolution to executive program staff (2000 & 2001)

*Fort Drum Army Division:* Interest-based/mutual gains training for civilian operations providers; Watertown, NY (2000)

*Basic & Advanced Mediation Training:* Multiple trainings for Ithaca Community Dispute Resolution Center mediators; Ithaca, NY (1994-2002)

### **CONSULTING/ STRATEGIC PLANNING**

*Stone Barns Center:* Strategic planning design and facilitation for a national model sustainable agriculture center; Tarrytown, New York (2006).

*Association of Theatrical Press Agents and Managers - Local 10832:* Organizational and member services development with union Board of Directors; NYC (2004-2006)

*Planned Parenthood of New York City:* Strategic planning and relationship building retreat for 300 staff; NYC (2001)

*Hobart & William Smith Colleges:* Comprehensive strategic/institutional planning and curriculum development process for 2000 student college; Geneva, NY (2000-01)

*Tompkins County Workforce Development:* Negotiation and memorandum of understanding development amongst 25 agencies on WIA One-Stop Employment Services Provision; Ithaca, NY (1999-2000)

## **PUBLIC ISSUES FACILITATION**

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

*Trumansburg Main Street Project:* Consultation on municipal engagement/decision making and community-wide involvement in TEA-21 Main Street physical design/cultural and economic vitalization project; Village of Trumansburg, NY (2001-03)

*Eastern Lower Ontario Basin Environmental Management Plan:* Collaboration between the NYS Department of Environmental Conservation and local citizens to create a resource management plan; NYS DEC (2000-01)

*Rome Roundtable on Neighborhoods & Industry:* Municipal/neighborhood/industry mediation over economic development, truck traffic routing, and resident safety and quality of life issues; City of Rome, NY (1999-2000)

*Northeast Subarea Transportation Study (NESTS):* Large-scale multi-party citizen participation process to develop regional transportation plan; Tompkins County, NY (1998-99)

## **MEDIATION**

*Two-party interpersonal conflicts:* Have performed over 250 confidential mediations, (1992-2007)

*Multi-party conflicts:* Have performed over 150 group problem solving and/or planning sessions related to environmental, organizational, workplace, and/or planning situations (1994-2007)

## **SELECTED LECTURES, PRESENTATIONS, and WORKSHOPS:**

Public Participation in Local Decision Making, Institute of Transportation Engineers

The Challenges of Public Participation, Society of Professional in Dispute Resolution

Conflict and Community Decision Making, American Planning Association

Community Design & Construction: Working with Your Public, Program on Environment & Community

## **CURRENT PUBLICATIONS:**

*Building Collaboration in the Alternative Energy Sector: Sustainable Practices for Sustainable Energy:* Alternative Dispute Resolution, Ontario Bar Association, Vol. 15, #3, June 2007. Coauthored with Leah Borsa and Andrea Morrison.

*Relational Facilitation: The Purpose and Practice of Leading Groups Responsively.* Institute for the Study of the Transformation of Conflict. To be published by Jossey-Bass in 2008. Coauthored with Judith Saul.

***References Available Upon Request***