

Process-Based Facilitator & Consultant

Mr. Vick is an independent executive facilitator and process consultant with 27 years of experience. He is the principal author of "Process-Based Facilitation" the seminal work not only depicts the art and science of facilitation but introducing the only effective model of facilitation that reflects it as a process. He is also the author of "Emergency and Disaster Preparedness; A Family Planning Guide". He is currently researching and writing several other facilitation related books including *The Process-Based Facilitator's Toolkit*, *Situational Facilitation Styles*, and the *Ten Commandments of Effective Meetings*.

Mr. Vick has 20 years of federal government service in a number of technical, supervisory, and managerial roles with the U.S. Navy, including serving as the Director of Quality for Naval Sea Systems Command. He has assisted organizations in adapting culture and supporting systems to create sustainable organizational change since 1992. He has specialized in strategic planning and process improvement but provides support additional areas. He has been a consultant, professional facilitator and project manager for the past 27 years with technical expertise in Quality Management and Balanced Scorecard development.

EDUCATION

Masters of Business Administration	Troy State University, Troy AL	1997
Bachelor of Science, Management	Park College, Parkville, MO	1995
Associates of Science, Instructional Technologies	Regent's College, University of NY	1993

CERTIFICATIONS

Certified Professional Facilitator – December 2002 Recertified – December 2009
Navy Quality Advisor – 1993

EXPERIENCE OVERVIEW

Present to May 2012: Independent Facilitator, Research and writing several books.

May 2012 to July 2010: Transformation Systems Incorporated: Provided consulting and facilitation support for Workforce Culture and Engagement Initiative including HSI Culture surveys, ABC Summits, and the four initiative work teams resulting from business summits.

Aug 2014 to Jan 2000: Dynamic Leadership Consulting Group, Inc. (formerly the Center of Excellence and Leadership in Facilitation, LLC) - As CEO and Executive Facilitator of DLCCG, Inc. he was responsible for all facets of the business including business development, service delivery, contracting and supervision of associates. He consulted and facilitated all areas of business strategy and improvement (including Lean Six Sigma) and the development of measurement systems based on the Balanced Scorecard framework for public and private organizations. He developed and delivered individual or teams of facilitators to do the same. He also provided a full range of group facilitation services and training to clients

SELECT PROJECT EXPERIENCE

- ♦ **May 2014 to March 2004 (ongoing): US Navy, Metrology Research & Development Program –** Planned, collected data, and facilitated the development and advancement of a Strategic Plan for the Program, including web-enabled data collection and quarterly Tele-Web Team Update Meetings annually since 2004.
- ♦ **Jun 2008 - Jan 2008: Department of Labor – OSHA DIT Strategic Planning –** Mr. Vick was the SME providing guidance and facilitation assistance to the DOI OSHA DIT leadership team in the development of their Strategic plan and the metrics to assess success of that plan.
- ♦ **May 2012 - Jun 2007: US Navy Met R&D Program Balanced Scorecard Metric System Development –** Planned, facilitated, designed, and consulted in the programming a web-enabled Balanced Scorecard Measurement System for the R&D Program. The project presents the data in a Dashboard like website.
- ♦ **May 2012 - Apr 2006 : US Navy Performance Excellence Guide Facilitation –** Mr. Vick developed and facilitated a tele-web-enabled, distributed, series of meetings to conduct Self-Assessments and Improvement

Action Planning events based on the Navy Performance Excellence Guide (NPEG) for Program Leaders from across the country. The results of this method enabled the leadership team that is distributed around the United States to meet regularly without travel to assess and improve a number of areas of their management systems resulting in doubling of their self-assessment scores.

- ◆ **May 2009 - Jan 2009 Department of Interior – Focus Groups** - Planned, developed and facilitated a series of 20+ focus groups for the National Business Center on examining cause of reduction in Strategic Competencies evaluation during Annual Survey. Results used to plan & facilitate a panel session between experts in Human Capital Management and NBC Leaders to discuss appropriate actions.
- ◆ **Jun 2003- Jan 1998: Marine Corps Systems Command – TMDE Program Strategic Planning** – Mr. Vick was the principle facilitator for strategic planning and several leadership initiatives including the development of a Balanced Scorecard measurement system, and an ISO-9000-based process development, mapping and desktop procedure development. He provided support services to TMDE Program for 8 years from 1997 – 2003.
- ◆ **Jun - Mar 2005, Aug – Jun 2003, and Aug - Apr 1999: U.S. Marine Corps – Network Operations Center Strategic Planning** – Mr. Vick assisted the NOC in the development and update of three Strategic Plans (1999, 2003, and 2005) and team-based action planning.

ORGANIZATIONAL AFFILIATIONS

International Association of Facilitators, Lifetime member (Present – 1997)
 Mid-Atlantic Facilitator’s Network (MAFN): Treasurer (2010 - 2006), Chair (2010 - 1997)
 MAFN Webmaster (2010 - 1997)
 Director - Facilitators Workshop Series (AQP/MAFN) (2010 - 1995)
 STAR Chapter #474 Manassas VA: Founding Member, President, Vice-President, Secretary, and WebMaster
 Assistant Football Coach, Springfield Youth Club (2009 – 2008)

PUBLICATIONS

- Process-Based Facilitation, Facilitation for Meeting Leaders, Consultants and Group Facilitators (25 April 2015), iUniverse. The culmination of nearly 25 years of professional facilitation practice this book presents facilitation through a unique Process-Based Facilitation Model, developed in 2000, as a series of process design activities created to achieve a purpose and objectives of a planned event.
- Emergency and Disaster Preparedness: A prepper’s guide to emergency planning for the family (01 March 2016) NoVA Preparedness, Springfield, VA. This guide explores disasters and weather issues from an individual and family preparedness perspective with a focus on planning to respond to the perceived threats in the local area.
- The Process-Based Facilitation Toolkit. This is a follow-on book to “Process-Based Facilitation.” It contains over 550 pages of Concepts, Models, Tools, Techniques, Activities, Assessments and Worksheets used in the planning and conduct of a variety of facilitated events.

EMPLOYMENT HISTORY

Company	Title(s) (List current first)	Year-Year
Self-Employed	Author & Independent Executive Facilitator	Mar 2014 - Present
Transformation Systems Inc. (part time)	Sr. Consultant/ Sr. Facilitator	July 2010 - May 2012
Dynamic Leadership Consulting Group, Inc.	CEO & Executive Facilitator	Jan 2004 - Mar 2014
Center of Excellence & Leadership in Facilitation, LLC	President & Executive Facilitator	Dec 2000 - Jan 2004
Vick Associates	President	Apr 1995 - Dec 2000
Park College	Student	Jan 1993 - Apr 1995
U. S. Navy (Active Duty)	Senior Chief Petty Officer (E-8)	May 1975 - Sep 1994