

## TRICIA GIBBONS

### President | Organization Development Consultant & Facilitator

Tricia Gibbons has over 25 years of experience as an organization development consultant and facilitator in the private, education, and federal sectors. She designs and facilitates initiatives focusing on strategic visioning, tactical work plan development, public policy mediation, problem solving, customer service strategy, and organization transformation. She works collaboratively with her clients to design and facilitate stakeholder outreach sessions as well as professional conferences and workshops. Tricia's sessions are characterized by the climate she creates for collaboration and by her innovative approach to process facilitation. Her expertise in assessing team development needs, her knowledge of group dynamics and her skills in designing interventions maximize the impact of her problem-solving initiatives and sessions. Ms. Gibbons continues to work with federal agencies in planning, organizing and facilitating federal advisory committee (FACA) meetings and supporting the work of subcommittees and working groups.

#### KEY SKILL AREAS

- Organization Development
- Conference Planning and Design
- Strategic Visioning
- Graphic Facilitation
- Customer/Stakeholder Outreach Sessions
- Process Facilitation
- Team Development/Group Problem Solving

#### CONSULTING AND FACILITATION ENGAGEMENTS

- Design and facilitate strategic visioning sessions and annual retreats for government, commercial and not-for-profit clients.
- Plan, design and facilitate federal advisory committee meetings for government clients.
- Design and facilitate problem-solving sessions for public policy issues, new initiatives and workplace issues.
- Collaboratively develop and facilitate customer outreach sessions.
- Facilitate conflict resolution sessions, conduct situation analyses, and facilitate stakeholder meetings to resolve differences.
- Serve as project manager for stakeholder engagement and visitor assessment projects.
- Design and conduct stakeholder meetings, synthesize meeting results, facilitate decision-making meetings, compile administrative records, and write the final reports.
- Serve as project manager for small conferences, lead program design and development, advise on logistics, moderate and facilitate conferences, and evaluate sessions.

#### EDUCATION AND CERTIFICATIONS

- MED: Northeastern University, Boston, MA
- BA: State University of New York, Oswego, NY
- Training Specialist Certificate, Georgetown University, Washington, DC
- Organization Development Certificate, Georgetown University, Washington, DC
- MBTI Certification; Continuous training in advanced facilitation skills, change management and graphic facilitation

#### RECENT CLIENT LIST

US Bureau of Reclamation  
U.S. Geological Survey  
GTSI  
Robbins-Gioia, LLC  
Qivliq Federal Systems

FGDC – National Geospatial Advisory Committee  
Department of Homeland Security  
U.S. Fish & Wildlife Service  
US Army Corps of Engineers  
National Park Service

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