

# Bob Faw

## President, Vital Cycles



Bob lives in New Hampshire with his sweetheart Zsuzsi and dog Nisha. He enjoys skiing of all kinds, swimming, photography, making people laugh, and seeing people create better lives for themselves.

Why I am a part of the  
Vital Cycles Board

I'm inspired by people overcoming the residual effects of trauma to create a thriving life of joy and connection. When I'm able to give someone a hand up on their healing journey I feel fulfilled. I've found that the skills I teach in my professional life are also very powerful for personal transformation. I infuse my volunteer work with the experience, insights and tools that I've gained along the way. Plus, I just plain like people.

What I like Most About  
Vital Cycles

I love seeing people move from vicious cycles that limit them to vital cycles that create ever more good in their lives. The language imbued in all Vital Cycles literature supports people on this journey. I like that it helps people overcome the effects of all kinds of emotional trauma.

Volunteer and Nonprofit  
Experience

2007-present  
Vital Cycles

President of the Board of Directors (and Founding Board Member)

2010-present

Bridges (domestic and sexual violence support center)

Facilitate Vital Cycles meetings and provide trainings to staff

Experience 2010-present

Chief Ignition Officer (and Co-founder)

Matchbox Group Ignite. Involve. Inspire.

I use positive change techniques to boost the growth and development of organizations and individuals in corporate,

non-profit, and government organizations. Since 1988, I have been increasing team synergy, interpersonal skills, and mutual trust. I help my clients learn how to use these new skills in their professional lives to ignite sustainable culture change and higher performance.

My outgoing nature, comedic style, and energizing activities keep engagement and retention high. I includes active learning simulations to enhance comprehension, increase retention and develop new skills through practice.

2004-2009	Co-founder, co-owner and lead consultant Organizational Growth Consulting Programs Designed and Delivered: <ul style="list-style-type: none"><li>• Whole Scale Organization Change -- Facilitation and Consulting</li><li>• Conflict Management Workshops and Facilitation</li><li>• Team Building</li><li>• Team Skills Development</li><li>• Change Initiatives (strategic planning, morale improvement, etc.)</li><li>• Managing Personality Style in Organizations --DISC and MBTI</li></ul>
1994 –2003	<ul style="list-style-type: none"><li>• Solution-focus Communication Skills</li></ul>
1992 -1994	Founder, owner and lead consultant Faw Consulting (same programs as with Organizational Growth Consulting)  Consultant / Facilitator. (Freelance and Independent

Contractor)

- 1994 – 1996
- Employers include:
- Arthur D. Little
  - Harvard University
  - Boston University Corporate Education Center
  - Hollander & Kerrick Associates
  - Northeastern University, Warren Conference Center
  - University of New Hampshire, Browne Center
- 1992-1994

Experiential Adventure Therapy Specialist

Marathon House Residential Addiction Treatment Community

- \* Conduct experiential therapeutic activities with residents
  - \* Conduct Facilitation and High Ropes Course Trainings for Counselors
  - \* Design and lead Multi-Family Adventure Therapy programs
- 1990 - 1992
- \* Design, build and maintain High and Low Ropes Courses

Coordinator of Training and Conference Programs

Boston University Sargent Center

Responsibilities included:

- Managing an annual budget of \$250,000
- Hiring, training and supervising 2 full time staff, 4-8 Seasonal staff and 50 adjunct trainers

- Annually administrating, designing, and implementing Over 150 Team Building, Conference and/or Retreat Groups with corporate managers, college administrators and college student groups
- Marketing training programs and conference services through telemarketing, direct mail and exhibition at conferences
- Assisting the Director in developing and managing interdepartmental Quality Improvement Focus teams which improved meeting processes and team decision-making procedures, and created successful new programs

Assistant Coordinator of Training and Conference Programs

Boston University Sargent Center

Responsibilities included:

- Hiring, training and supervising 1 full time staff and 50 adjunct trainers
- Annually assisting in the administrating, designing, and implementing over 150 Team Building, Conference and/or Retreat Groups with corporate managers, college administrators and college student groups
- Facilitating team building and leadership training courses with higher education and corporate clients

## Training

2002

### Training:

Whole System Transformation, Kathleen Dannemiller,

2000

Teaching Negotiation, Corporation Program on Negotiation,

Harvard Law School,

DiSC Profile, Inscape Learning Systems,

Whole-Scale Change, Kathleen Dannemiller,

2000

Appreciative Inquiry, David Cooperrider,

2000

Transformation Through Conflict, Kenneth Cloke,

2000

The Art of Mediation, Kenneth Cloke,

1999 Transforming Organizational Cultures, Edith & Charles Seashore,  
Process Consultation, Edgar Schein,  
1997 The Human Element in Organizations, Will Schultz,  
1996 Creating Great Groups, Dr. Warren Bennis,  
1995  
1995  
1998

Writing

bob faw's blog: <http://bobfaw.wordpress.com> (ongoing)  
An Old Sea Dog Can Learn New Tricks – The Power of  
Solution-Focus, Organizational Development Network -  
OD Seasonings  
Staying Positive in Negative Times.pdf (New Hampshire  
Business Review, Fall 2009)