



Stansbury Resolutions By Design, Inc.

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Summary of Services

We offer facilitation services that meet the needs of government, business, non-profit institutions and volunteers. The firm employs a collaborative process that energizes decision-makers, professional staff, consultants and stakeholders. We build in opportunities for learning, adding value and generating consensus-based proposals. The firm is recognized for its innovation, and the ability to consolidate diverse ideas into integrated plans and actions.



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Consensus-Building Services

What does “consensus” mean?



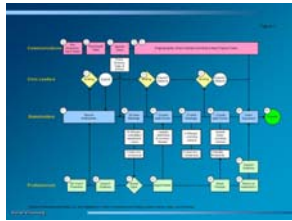
Consensus occurs when people get beyond initial issues and positions to needs and resolutions. A good definition of consensus is *“An outcome that may or may not have been every party’s first choice, but that all can publicly support. The outcome enjoys this support because it addresses the essential interests of each party; was arrived at through a fair process which included representation from all stakeholders, and allowed all an equal and sufficient chance to be heard and to influence the outcome.”*—Carl Moore.

What is “SIBEO”?



Stakeholder Input Before Expert Output (SIBEO) was developed by Jim Stansbury to offer three elements for more effective collaboration: 1) clear roles among decision-makers, stakeholders, professionals and facilitators; 2) a process that starts with stakeholder inputs on problems, opportunities, priorities and ideas, and 3) continues with equally-critical opportunities for staff and consultants to move from data support roles to adding value and maintaining technical credibility. When professionals listen to the stakeholders first, offering support and data, and then add value to stakeholder-based inputs (including “what’s missing?”), the decision-makers receive results having the broadest possible support.

Process Analysis and Design



Stansbury Resolutions By Design, Inc. (SRBD) reviews existing participatory processes and recommends refinements that maximize their value by incorporating new approaches and techniques. Many organizations rely entirely on minimum statutory requirements (e.g. two public meetings) and formats that place internal and external stakeholders in passive modes. Participants can react with hostility and the meetings too often become confrontational rather than collaborative.

Stakeholders have much to offer but need to be accommodated in processes that are given the same careful attention as the subjects under discussion.

Community Planning and Resource Mgmt.



Facilitative processes can be applied to regional, countywide and local planning. SRBD assists the stakeholders and professionals to develop a sequence of planning activities in which people share new insights, overcome obstacles, and increase their respect for other points of view. The resulting plan proposals are most successful when the citizens and professionals mutually recommend them to the decision-makers, demonstrating both local support and technical credibility. Assignments have included cultural and natural resources, neighborhoods, communities, greenways, transportation, re-use water, logging and timber access roads, and tourism.

Visioning and Strategic Planning, Desired Results, Priorities and Strategies



Organizations, agencies and communities benefit from developing a perspective of a better future, and the actions needed to attain it. As a prelude, shared history recalls major milestones of the past, while environmental “scans” take stock of existing conditions, both positive and negative. Accompanied by the use of stakeholder-based photography and character mapping, the stakeholders’ desired changes can be identified and a mission reaffirmed or rewritten. Visioning then develops a graphical and text-based visualization of what the most desirable future looks like when the mission is achieved. Major themes are extracted for policy development and strategic action.

Strategic planning offers the best tools for implementing an adopted vision. In some cases where stakeholders are skeptical or apathetic, it is preferable to have these tools in place before developing the vision.



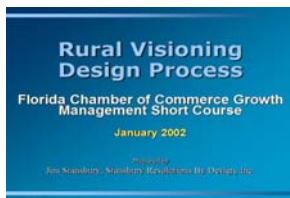
A vision in the absence of action is too often just a dream. It is a beginning, not an end. Strategy development brings stakeholders and professionals together to develop integrated actions that often cross sectors, departments or other organizational boundaries. Every strategy needs to be accompanied by clearly defined indicators of success so that those carrying out and monitoring the efforts can measure the results over time. Annual action plans then incorporate specific tasks, resource allocations and targets.

Leadership Retreats and Planning



Leaders often need to take a fresh look at where they have been, are now, and wish to go in making their organizations (and their own roles) a success. They may be appointed or elected councils and commissions, professional advisors, or non-profit board members. Taking stock, examining trends and uncertainties, and identifying desired results and priorities allow leaders to develop a consensus on the “what?” questions for the short and long term future. These are then delegated to professional staff to answer the “how?” questions.

Skill Development Seminars



Facilitators need to be experienced and well-trained. Assignments often call for a team approach, and for budgetary and career development purposes, we often train local staff and volunteers to facilitate small group meetings. Building consensus requires three things – good process design, neutral listening and distillation skills, and facilitation techniques. SRBD’s training incorporates all three to develop staff skills in a role-playing setting.

SRBD also contributes papers and presentations to audiences seeking information on case studies of projects relevant to their own situations.

Other Advisory Committees (e.g. Charter Review, Affordable Housing, etc.)



Organizations often establish citizen or staff-based committees and task forces to grapple with important issues and make recommendations. In the absence of clear mandates, scopes and schedules, these teams can flounder. Even when the mission is clear, personality clashes and private agendas can intervene. SRBD assists by identifying the desired results and mandate of an effective committee (before it is established) and by fostering a balance of assertiveness and cooperation. Numerous facilitation techniques include visualizing desired results, setting group priorities, writing ideas, and anticipating obstacles. Topics have included budget preparation, information technology, city charter review, design charrettes, transportation project priorities, affordable housing and other policy focus groups.

Synthesis of Stakeholder Inputs into Action Tracks



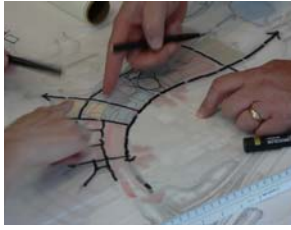
SRBD helps participants to distill “action tracks” from complex inputs and outputs, using diagramming to illustrate relationships. For example, public inputs can produce a daunting number of themes that seem disconnected. These can be translated into integrative concepts, with specific desired results and principles leading to strategies, accountabilities and success indicators. SRBD embraces teamwork, and often coordinates professional staff and consultants who focus their talents and add value, showing how to expand the community’s or organization’s toolkit to get things done.

Examples



Jim Stansbury’s has applied his approaches and skills to a wide range of assignments, providing lead facilitation services on the following projects:

1. South Florida Museum 2007 Strategic Plan
2. Early Learning Coalition of Manatee County, Inc. 2007 Strategic Plan
3. City of Cape Coral 2007 Strategic Plan
4. Lake Nona/UCF Medical Campus 2006 Master Planning Charrette
5. First Step of Sarasota, Inc. 2006 Strategic Plan
6. City of Tampa Study Circles (Unconventional Ways of Building a Great City)
7. Pinellas County Commission Workshop on Strategic Planning.
8. City of Sarasota Strategic Plan
9. Gibsonton Community Plan
10. City of Palmetto Charter Review
11. Hillsborough County SouthShore Areawide Systems Plan
12. Sarasota County 2050 Community Participation Program



13. Riverview Community Plan
14. Jackson County Florida Vision 2020
15. Saint Stephen's Episcopal School Staff Retreat on Strategic Visioning
16. Panama City-Bay County Airport Ecosystem Team Permitting
17. Richland County, South Carolina Vision 2020
18. MARS Agricultural Water Re-Use System
19. City of Largo Vision
20. Little Manatee River Land/Water Linkage Study
21. Alachua County Affordable Housing Workshops

Resume

Career	1994-Present	President, Stansbury Resolutions By Design, Inc.—Bradenton, FL.
Positions	1992-94	Past President, Hough Stansbury Woodland Limited—Toronto, ON.
	1975-91	President and Chief Executive Officer—Hough Stansbury Associates
	1968-74	Principal—Hough, Stansbury + Associates Limited.
	1964-66	Assistant Forest Landscape Architect—U.S. Forest Service, White Mountain National Forest, NH.
Academic/ Cont. Educ.	2005	The Art and Mastery of Facilitation—IAF Conference, Zephyr Hills, FL.
	2004	ADR in Environment, Natural Resources and Land Use Disputes Seminar—Washington DC Bar Association Ethics in Mediation—Mediation Center of Tampa Bay
	2003	Public Participation and GIS—URISA, Portland, OR
	2000	Advanced Mediation Training—Society of Professionals in Dispute Resolution (SPIDR – now ACR), with Joseph Stulberg and Lela Love.
	1998-96	12th District Court of Florida Mediator Update Training.
	1996	Attended and coached 5 day Circuit Court Mediation Training Program—South Carolina Council for Mediation and ADR, with C. C. Harness III and Harry Goodheart III.
	1996	FL Supreme Court Certification as a County Court Mediator—Dispute Resolution Center, Florida Office of the State Courts Administrator.
	1995	Listed as a Special Master, and Member of Peer Review Group, Model Procedural Guidelines for Special Masters—Florida State University Florida Conflict Resolution Consortium.
	1995	Completed Facilitative Leadership Workshop—FGMCRC (with Carl Moore).
	1994	Completed Advanced Skills Training in Public Dispute and in Environmental Enforcement and Permitting Mediation—FGMCRC with Patricia Bidol-Pavda.
	1985	Completed Executive Board Leadership Workshop—American Society of Landscape Architects (with Tom Lawrence) —Lawrence-Leiter Associates.
	1960-64	B. Land. Arch.—College of Environmental Science at Syracuse, State University of New York—Faculty's Outstanding Graduating Landscape Architect Award.

Affiliations	Member	Association for Conflict Resolution (ACR).
	Listed	National Roster of Environmental Conflict Resolution and Consensus Building Professionals (USIECR)
	Member	International Association of Facilitators (IAF).
	Fellow	American Society of Landscape Architects (ASLA).
	Fellow	Canadian Society of Landscape Architects (CSLA).

Seminars and Papers

2006	“A Watershed View of Mediation and Facilitation”, FL Dispute Resolution Center Annual Conference, Orlando, FL
2006	“Getting Here from There – Three Strategic Planning Seminars—the Non-Profit Resource Center of The Community Foundation, Sarasota, FL
2004	“Between Hiss and Boo – Designing Your Public Process Before Your Project,” —Florida Chapter of the American Planning Association.
2003	“Consensus-Building for Citizens” – Florida Parks and Recreation Association Annual Conference, Palm Harbor, FL
2002	“Stakeholder Selection of Neutral Facilitators – A Resource Management Example” — The Coastal Society, Galveston, TX
2001-2002	“Visioning for Rural Areas – What’s in it for Counties that do not Face the Threat of Sprawl? — FL Chamber Growth Mgmt. Conf.
2001, 2000, 1999	“PIBEO - A Better Way to Engage the Public in Community Planning”—Annual Growth Management Short Courses, Orlando, FL
2000	“Lessons Learned in Community-Based Planning” — Florida Chapter, American Planning Association Annual Conference.
2000	“Smart Growth Requires Smart Public Participation” — International Association for Public Participation (IAP2) Conference, 2000.
1998	“Facilitation Skills for Advanced Mediators”—South Carolina Council of Conflict Resolution.
1997	“A Facilitator's View of the Bradenton City Center Dispute”—Florida Planning and Zoning Administrators, Gulfcoast Chapter.
1997	“Reward Yourself Through Shared Problem-Solving,”—Manatee Chamber of Commerce Small Business Roundtable.
1997	“Fostering Relationships Among Competitors”—Manatee Childcare Organizations.
1997	“Facilitation Skills for Engineers”—FL Gulf Coast Chapter ASCE.

Awards

Board and Staff Retreat sets a Strategic Vision for Saint Stephen's Episcopal School

Stansbury Resolutions By Design, Inc. was awarded 2006 and 2004 Community Design Awards for its facilitation services in Hillsborough County. The Study Circles for Tampa and Temple Terrace (2006) brought citizens and city staff together to explore respective community needs and changing accountabilities, using role swaps and other non-traditional techniques. On the South Shore Areawide System Plan (2004) covering transportation, environmental and cultural systems, the independent jury stated “Due to this excellent public participation program, the plan won widespread community support and became the foundation and policy framework on which the individual community plans for Riverview, Wimauma, Apollo Beach, Sun City Center, Gibsonton and Ruskin are being built.”

In 1998, he was awarded the Excellence in Conflict Resolution Award by the Florida Conflict Resolution Consortium at Florida State University, “in recognition of your service as a facilitator, mediator and public participation practitioner in environmental, growth management and community problems both here in Florida and in Canada over the past 20 years.”

Coopers & Lybrand recognized his facilitation work in 1992 with an “I.P.A.C.” Award for Innovative Public Administration. It was the first time that an Ontario agency had placed authorship responsibility for resource management research and recommendations (subject to its acceptance), in the hands of affected and competing interests.

Jim Stansbury also holds national planning and design awards from both the American Society of Landscape Architects and Canadian Society of Landscape Architects, for projects involving urban and rural design, watershed planning, regional planning, ecosystem carrying capacity, and waterfront development.

Clients***Municipal, County
and Regional***

Alachua County Growth Management Department, FL
City of Bonita Springs, FL
City of Largo, FL
City of North Port, FL
City of Palmetto, FL
City of Sarasota, FL
City of St. Petersburg, FL
Cities of Vancouver, Toronto, and others in Canada
Hillsborough Area Regional Transit Authority, FL (via FIOG)
Hillsborough County City-County Planning Commission, FL
Hillsborough County Environmental Protection Commission, FL
Hillsborough County Planning and Growth Management and
Southwest Florida Water Management District, FL
Hillsborough County Water Department, FL
Hillsborough County Child Care Licensing Program, FL
Manatee County Board of County Commissioners, FL
Manatee County Planning Department, FL
Pinellas County Office of the County Administrator, FL
Regional Municipality of Metropolitan Toronto, ON
Richland County Office of the County Administrator, SC
Sarasota County Office of the County Administrator, FL
Sarasota County Growth Management Business Center, FL
Sarasota County Environmental Services Business Center, FL

***Federal, State and
Provincial***

Department of Environmental Protection, Florida
Department of Natural Resources, Alberta
Department of Northern Development, Saskatchewan
Department of Tourism & Renewable Resources, Saskatchewan
Ministries of Housing, Natural Resources, Northern Affairs, Urban Affairs, Tourism and
Transportation and Communication, Ontario
Southwest Florida Water Management District, Florida
Fisheries and Oceans Canada
National Institute of Building Sciences, FEMA, Washington, DC
U.S. Army Corps of Engineers, FL (with FL Department of Environmental Protection)
U.S. Fish and Wildlife Service, FL

***Corporate and
Not-For-Profit***

Early Learning Coalition of Manatee County, Inc.
Agency Collaboration Fund, Sarasota, FL
Bechtel Infrastructure, Inc., San Francisco, CA
Conflict Resolution Consortium (Florida State University), FL
Catanese Center for Environmental & Urban Solutions, FL
First Step of Sarasota, Inc., FL
Glattig Jackson Kercher Lopez Anglin Rinehart, Orlando, and West Palm Beach, FL
PBS&J, Sarasota, FL
Just for Girls (Manatee Girls Club, Inc.), Bradenton, FL
Lake Nona Property Holdings LLC
Manatee Chamber of Commerce, Bradenton, FL
Manatee Memorial Hospital, Bradenton, FL
National Consortium on Alternatives for Youth At Risk, Sarasota, FL
Sarasota County Openly Plans for Excellence (SCOPE), FL
Saint Stephen's Episcopal School Faculty Retreat, Bradenton, FL
South Florida Museum
United Way of Manatee County, FL

SELECTED REFERENCES

Municipal Strategic Planning Retreats, Staff Workshops and Plan Writing	Terrance (Terry) Stewart, City Manager City of Cape Coral 1015 Cultural Park Boulevard Cape Coral, FL 33990	(239) 574-0447
Non-Profit Board Development	Dr. J. Brian Murphy, Chairman Early Learning Coalition of Manatee County 1112 Manatee Avenue East Bradenton, FL 34208	(941) 756-2020
Resource Management Workshops	Jim Krakowski, Chief, Resources U. S. Fish and Wildlife Service Regional Office, 500 Gold Ave. SW Albuquerque, New Mexico 87102	(505) 248-6812
Watershed Planning Stakeholder Workshops and Agency Retreats	Dan Blood, Administrator Planning and Growth Management Hillsborough County 601 East Kennedy Blvd. P. O. Box 1110 Tampa, FL 33601	(813) 276-8465
Staff Advances, Neighborhood Design and Community Planning	Lorraine Duffy-Suarez, Manager, Growth Management School District of Hillsborough County 901 East Kennedy Boulevard, Tampa, Florida USA 33601	(813) 272-4685
Stakeholder Visioning Workshops, Working with Citizen-Based Organization, Civic Leader Workshops	Chad Taylor, Chair Imagine Jackson 4209 Buckland Trail P. O. Box 315 Greenwood, Florida 32443	(850) 594-7951
Strategic Planning Retreats	Gary Price, City Manager City of Bonita Springs 9101 Bonita Beach Rd. Bonita Springs, FL 34135	(239)-949-6262
Charter Review Advisory Committee Workshops	Mayor Larry Bustle, City of Palmetto P.O. Box 1209 Palmetto, FL 34220-1209	(941) 723-4570 ext 122
New and Emerging Technology Workshops	Barbara Schauer, PE Project Manager, Multi-Hazard National Institute of Building Sciences 1090 Vermont Avenue, NW Seventh Floor Washington, DC 20005	(202) 289-7800

(from older projects)

In the absence of some important references for older projects, we offer the following quotes from letters in the files:

“I can’t tell you enough how pleased I am with the outcome of the retreat. It has re-energized all of us and everyone seems satisfied with the way things went.”—*Patty Metzger, Joint Center for Environmental and Urban Problems, Florida Atlantic University and Florida International University*

“Jim Stansbury immediately established a rapport and trust with the group. He firmly insisted that the Task Force develop and stick to detailed operating policies and procedures. He developed a position of trust with the Task Force members and among the members themselves. Needless to say, particularly after witnessing Jim Stansbury in action and seeing the results of his efforts, I would highly recommend him as a mediator for the toughest of assignments.”—*Bevin A. Beaudet, Assistant County Administrator, Palm Beach County*

“Jim is a thorough thinking person and his ability to completely involve a committee of fifteen landscape architect trustees, from a variety of backgrounds, in the process of governing the American Society of Landscape Architects was interesting to watch. I learned much.” —*Stephen J. Trudnak, Bonita Springs, Florida Chapter, ASLA*

“I appreciate not only your efforts, but the quality of your presentation as well in presenting the Task Force Report on the Landscape Architecture Foundation. The ‘us-them’ issue now seems fully resolved and I, for one, look forward to the more substantive aspects to be dealt with between now and Orlando.”—*Robert G. Reimann, Upstate New York Chapter, FASLA*

“I have another message of thanks to deliver. This is from the Steering Committee. Jim Stansbury brought professionalism to the report as well as decorum to our meetings. A good lawyer friend of mine told me the day after we engaged Jim that we could not have made a better choice. That comment was completely validated last Wednesday.” —*John Quinlan, Esq., Chair, Steering Committee for the Bradenton City Center Project.*

“Jim’s considerable experience as a facilitator made it possible to obtain each focus group member’s opinion in a non-judgmental way, to then discuss the various points of view and to arrive at an agreement as to the direction which the group felt comfortable recommending to the Authority” —*Ken Owen, Acting General Manager, Credit Valley Conservation Authority*

“Our staff, client groups, public citizens and politicians have all been impressed with Jim’s skills and professionalism. He is versatile, reliable, progressive and industrious. He is an excellent listener, thinker and communicator. In summary, although I have worked with many consultants, Jim Stansbury is the best private consultant I have had the privilege to work with in my parks career” —*Norm Richards, Director, Parks Ontario*

“I wanted to formally express my appreciation for the excellent job you did on the Ignace Co-Management Committee project. Your professionalism and composure is highly praised by the committee members and it has been repeatedly said ‘the project would not have been successful without Jim there.’ I personally found your involvement top rate and I recognize the ‘extras’ that you carried out to make the project go. I was very comfortable with your presence at the committee meetings, the communications you provided and the facilitation role you played for this Ministry.” —*Ray Bonenberg, District Manager, Ignace District, Ontario Ministry of Natural Resources*

“... he established a firm of landscape architects that became one of the most successful in Canada with not only a reputation for superior design but also of integrity and sensitivity to the environment, long before public concern caught up to these issues. As ‘consultation with the public’ developed in Canada, Mr. Stansbury, because of his superior knowledge and his natural qualities of fairness, of straight dealing, and balance, became a pioneer much sought after particularly by government but also the private sector in meetings that sought consensus on local matters.” —*George Campbell Miller, Outerbridge, Miller, Sefton, Willms & Shier and solicitor to the Ontario Association of Landscape Architects.*

