**Mary Davis Hamlin**

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### Competencies

* **Create safe spaces within which individuals and groups can constructively communicate, problem solve, and generate actions for change**
* **Design and facilitate large multi-party groups towards identifying shared interests and goals**
* **Deliver customized training programs on Collaborative Problem-Solving, Leadership, team development, and Communication**
* **lead organizational development efforts and Retreats, including conducting assessments which identify, frame, and articulate the key Issues and interests of the parties**
* **work at the grass roots level in community engagement and collaborative initiatives**

### Experience

### **Principal Consultant ⬩ Aspen Consulting: Coaching and Group Collaboration**

 Charlottesville, Virginia (2020 - Present)

Apply extensive experience and expertise to tailor highly individualized services to meet the unique needs of individuals, teams, organizations, and coalitions.

### **Senior Staff Collaboration Consultant ⬩ Center for Nonprofit Excellence**

 Charlottesville, Virginia (2016 - 2020)

 Developed the CoLab program which is an experiential learning lab designed to build the knowledge and skill of partnership, while providing tools, training, consulting, coaching and resources that support nonprofits and their community partners in creating social change through collaboration.

### **Coach/Facilitator/Mediator/Trainer ⬩ Hamlin Consulting**

 Placitas, New Mexico (2007-2016)

 Provided coaching/mediation/facilitation and training services to support growth, problem-solving, decision-making, and dispute resolution for individuals and public and private sector organizations.

### **Faculty ⬩ Central New Mexico Community College**

Albuquerque, New Mexico (2012-2015)

 Provided training services for the Supervisory Academy. Courses include change management, facilitation/mediation, problem-solving, conflict resolution, emotional intelligence, and stress management.

### **Senior Project Manager ⬩ The Keystone Center, Science and Public Policy**

 Keystone, Colorado (2001-2007)

Provided neutral mediation, facilitation, and general conflict management and coaching services to create dialogue and support collaborative problem-solving of local, regional and national issues. Consulted with organizations to support strategic decision-making and development of employee talent. Designed and implemented community stakeholder processes. Conducted conflict assessments on complex policy questions. Developed project concepts and secured requisite resources. Managed and mentored associates and project teams.

**Liaison and Storytelling Witness ⬩ Peacemaking in Africa - The Children's Legacy**

 Kenya, Africa (1999)

Served as the liaison and storytelling witness who listened, interviewed, and dialogued with women and children in Nairobi and local villages for a photo/poetry publication on women/children impacted by AIDS in Kenya.

**Adjunct Faculty ⬩ University of Denver**

 Denver, CO (1998-2000)

Developed curriculum and taught graduate courses for the University of Denver's Alternative Dispute Resolution graduate program.

**Mediator/Facilitator/Trainer ⬩ CDR Associates**

 Boulder, CO (1992-2000)

Worked as a mediator/facilitator and provided training programs for non-governmental organizations, local, state, and federal agencies, and corporations throughout the United States. Focused interventions on collaborative problem solving and dispute resolution with multi-stakeholder initiatives in the public policy arena. Conducted training programs on mediation, facilitation, community engagement, negotiation, facilitative leadership, creative problem-solving, public participation.

**Associate ⬩ Institute for Environmental Negotiation, University of Virginia**

 Charlottesville, VA (1991-1992)

Assisted governments, businesses, and citizen groups in environmental policy disputes.

**Park Naturalist ⬩ National Park Service**

Denali, Alaska (1991)

Provided interpretive services including sled dog demonstrations, campground programs, discovery hikes, and naturalist walks. Participated in search and rescues.

### Education and Training

**2014 The Newfield Network** ICF Certified: Work/Life Coaching

**1993 CDR Associates** Certified Training: Mediation

**1992** **University of Virginia** Master’s Degree: Public Policy - Paul Delaney Award

**1986 University of Virginia** Master’s Degree: Counseling

**1981 University of Virginia** Bachelor of Science: Social Sciences Education

**1980 Vanderbilt University** Semester in France: Aix-en-Provence, France

### Selected Projects & Accomplishments

Long Term Multi-Party Coalitions, Dialogues, & Working Groups

**Richmond Regional Workforce Coalition** – Facilitating newly forming coalition to develop systems-wide networks, programs, and services to support job seekers and employers in the region (2019 – present).

**Community Health UVA Partnership** - Assisting with the convening, governance design and facilitation of a coalition of health systems representatives to encourage collaborative efforts within the university and with their community partners (2016 – present).

**Alliance for Shenandoah Valley** - Provided project management and facilitation support for four environmental groups exploring partnering options for greater impact and sustainability (2016 – 2018)

**U.S. Fish and Wildlife Service Mexican Wolf Interdiction Stakeholder Group** – Facilitated specially convened group of ranchers, environmentalists, and agency representatives charged with developing and implementing recommendations regarding mitigating the impacts of wolf reintroduction. (2011 – 2014)

**Saint Lawrence Island, Alaska Restoration Advisory Board** - Facilitated the Restoration Advisory Board comprised of primarily Native American representatives from the local villages to address issues related to the clean-up of federal defense facilities on the island. (2003 – 2007)

**CDC Public Engagement Planning Group for Vaccine Safety** - Served as Project Director for a public engagement planning stakeholder group convened to design a permanent collaborative entity to address appropriate issues related to vaccines. (2002-2003)

**Pittsburgh, Pennsylvania Ozone Regulatory Negotiation** -Mediated a one-year regulatory negotiation among 28 stakeholder representatives, including industry, citizens, elected officials, city, county and state representatives, environmental groups, and Federal agency representatives, who successfully developed consensus recommendations to reduce ozone in the Pittsburgh non-attainment area. These recommendations were forwarded to the State's Department of Environmental Protection. (1996-1997)

Public Engagement and Public Meetings

**Albuquerque Bernalillo County Water Utility Authority Citizen Conversations** - Designed

and facilitated a series of four community conversations about water conservation. (2013 -2014)

**Pandemic Flu Immunization Public Participation Projects** – Partnered with the Institute of Medicine, the Centers for Disease Control, and Emory University to convene and facilitate a national level stakeholder group to develop immunization priorities in the event of a pandemic flu as well as regional public meetings to assess compliance with community control measures. Projects received international award from IAP3 for excellence in public participation. (2002 – 2007)

Facilitations, Team Building and Retreats: Single Organization

**Madison House** - Facilitated half day planning and team building retreat (2020).

**Monticello** - Facilitated half day planning retreat for community programs (2020).

**Charlottesville PRIDE**- Facilitated half day team building and goal setting retreat (2019).

**Kiwanis Club Strategy Retreat** – Facilitated half day retreat developing general goal priorities and a strategy screen for future initiatives (2019).