

R. GREGORY BOURNE

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EDUCATIONAL BACKGROUND

Post-Graduate Studies, 1985, Harvard University, Program on Negotiation
Master of Science, 1976, University of Florida
Bachelor of Science, 1973, University of Oklahoma

AREAS OF EXPERTISE AND INTEREST

Leadership and organizational development, conflict resolution, mediation, facilitation, negotiation, civic engagement, strategic planning, governmental decision making, public involvement and community building, collaborative problem solving, evaluation, professional and popular writing.

EMPLOYMENT HISTORY

Co-Founder and Principal, Lead4Tomorrow, 2011-present; Davis, CA
Senior Consultant, University of California, Davis Collaboration Center, 2014 – present, Davis, CA
Founding Co-Director, Center for Global Nonkilling, 2008-2011; Honolulu, HI
Managing Senior Mediator, Center for Collaborative Policy, California State University – Sacramento, 2001-2008; Sacramento, CA
Conflict Resolution Consultant, 1997-2001; Cave Creek, AZ and Sacramento, CA
Co-Founder and Executive Director, Consortium on Negotiation and Conflict Resolution, Georgia Institute of Technology, 1986-1996; Atlanta, GA
Environmental Consulting, 1976-1985; Palo Alto, CA and Atlanta, GA

RECENT EXPERIENCE

Lead4Tomorrow. Co-founded Lead4Tomorrow in 2011 to focus on “developing sound families, thriving communities and a more peaceful world.” Acquired the Baby Hui program in Hawaii, building on its 30-year track record of success, as the foundation for our violence prevention initiatives – focusing on the importance of the first five years of life. Expanded the age range to incorporate school readiness, and changed the name to Family Hui to create more of a focus on parenting and the importance of a nurturing family environment to raising healthy, thriving children. 2011-present.

Family Hui. Introduced the Family Hui program from Hawaii to California in 2014. With funding from First5 Yolo, conducted a pilot project to identify and incorporate needed cultural adaptations to the curriculum, and translated materials into Spanish. Followed this by adapting existing materials into a trauma-informed, resilience-based framework based on Adverse Childhood Experiences (ACEs) research, while working to expand the program in California. This program is supported by funds from First5 Yolo, First5 Sacramento and California Office of Child Abuse Prevention. 2014 – present.

Department of Toxic Substances Control Public Engagement Enhancement Project. As a consultant to the UC Davis Collaboration Center, served as project director for this statewide

initiative to improve the public involvement program of the state agency responsible for hazardous waste control and related public health throughout the state. Environmental justice was a critical aspect of this project, working with underserved and underrepresented communities. Developed and then conducted a series of focus groups in different regions around the state to assess community perspectives on how the agency could improve its public engagement program, and its decision-making, especially through the lens of underrepresented communities. 2015 – 2017.

Leadership and Collaborative Communication Training. As a consultant to the UC Davis Collaboration Center, and now through the Community Leadership program of Lead4Tomorrow, teach a series of leadership and collaborative communication workshops to local and state governments. This includes working with elected officials, agency leaders and staff on improving leadership and communication, as well as approaches to conflict resolution. Initiatives build on the principals of Facilitative Leadership as a core aspect of leadership and organizational development. 2014 – present.

East Africa Community and Family Health Initiative: Kenya, Rwanda, Tanzania and Uganda. Conducted focus groups to assess and adapt the Family Hui framework to the Eastern Africa context in 2014. Initiated pilots in each country to refine program materials, and subsequently have expanded hui and the number of families and children served throughout the region. Now initiating programs to incorporate nutrition and micro-enterprise into each hui. 2014 – present.

REPRESENTATIVE PROJECTS - International

“Leadership Development – Africa Great Lakes,” Bujumbura, Burundi. Worked with a cross-section of grassroots organizations in the DR Congo, Burundi, Kenya, Rwanda and Tanzania to support their activities to prevent violence, eliminate conditions which lead to violence and help victims of violence and atrocities. 2008 – 2011.

“World Health Organization Violence Prevention Alliance,” Geneva, Switzerland. Working with international partners through the Alliance on strategies for preventing violence and killing in various contexts and settings. 2009 – 2011.

“Nonkilling Neuroscience Colloquium,” Center for Global Nonkilling, Honolulu, HI. Prepared a report of findings from the Colloquium which brought together eight internationally recognized neuroscience researchers to discuss what is being learned about the relationship of violence and the brain. 2009.

“Democratization in Kazakhstan,” United States Information Agency, Washington, DC. This project focused on conflict resolution and collaborative problem solving training, in the context of the extensive natural resources in the country. This was followed by a three week visit of the Kazakh delegation to the United States to meet with counterpart government and organizational leaders. 1991.

REPRESENTATIVE PROJECTS – Federal/National

“Lake Berryessa Community Forum,” U.S. Bureau of Reclamation, Sacramento, CA. Worked with Reclamation to design, establish and facilitate the Lake Berryessa Community Forum emanating from the 2006 Lake Berryessa Visitor Services Plan (VSP) Record of Decision (ROD). 2013-2014.

“Golden Gate National Recreation Area Dog Management Negotiated Rulemaking,” National Park Service, San Francisco, CA. Initially, worked with the Park Service to assess the viability of using a negotiated rulemaking process to establish rules and guidelines governing dog management in the GGNRA. This project resulted in a set of Guiding Principles to guide GGNRA in developing its off-leash dog policy. 2004 – 2008.

“Landscape Scale Assessment,” U.S. Forest Service, Flagstaff, AZ. Helped develop the Coconino National Forest plan and through implementing a public involvement program to prepare a Landscape Scale Assessment for Anderson Mesa. 2002 – 2004.

“Pronghorn Antelope Management,” U.S. Forest Service and Arizona Game and Fish Department, Flagstaff, AZ. Identified ways to improve the management and survival of the pronghorn antelope in Northern Arizona. Resulted in an Antelope Management Plan. 2001-2003.

“Gila River Indian Community Land Use Issues,” Gila River Indian Community – Pima/Maricopa Indians, Department for Environmental Quality, Sacaton, AZ. Convened the Best Management Practices work group on pesticide use on agricultural lands within the reservation. 1999-2001.

“Facility Siting and Environmental Justice Conflict Assessment,” U.S. Environmental Protection Agency and the Louisiana Department of Environmental Quality, Convent, LA. Assessed a facility siting situation in a rural community located in Southern Louisiana used as a national model for addressing environmental justice issues. 1997.

“National Discussions on Nuclear Materials and Waste,” League of Women Voters Education Fund, Washington, D.C. As part of a national team of facilitators, working under a cooperative agreement with the U.S. Department of Energy, convened workshops on issues related to nuclear materials and waste disposition and disposal across the DOE complex. 1997-1998.

“Scientific Summit on the Red-Cockaded Woodpecker,” National Wildlife Federation, Atlanta, GA and U.S. Forest Service, Atlanta, GA. The Summit was designed to develop consensus, if possible, about the biological needs to save the species. Alternative approaches to halting the decline of the species were developed and evaluated. 1990.

REPRESENTATIVE PROJECTS – State/Local

“Delta Vision,” California State Resources Agency, Sacramento, CA. This mediation project focused on developing a long-term plan to support the sustainability of the San Francisco Bay – Sacramento/San Joaquin River Delta. 2006 – 2008.

“Desalination Task Force,” California Department of Water Resources, Sacramento, CA. Convened the Desalination Task Force, a statewide, multi-stakeholder initiative designed to address technical, environmental, planning and regulatory issues associated with implementing desalination projects. 2003 – 2008.

“Conjunctive Water Management in the San Joaquin Valley,” California Department of Water Resources, Sacramento, CA. Collaborative processes to involve stakeholders in local conjunctive management projects (integrating ground and surface water resources) in the San Joaquin valley. 2001-2008.

“South Bay Salt Pond Restoration,” California Coastal Conservancy, Oakland, CA. A multi-stakeholder collaborative process to explore options and develop recommendations for restoring 15,000+ acres of South Bay salt ponds which had recently been purchased by the U.S. Fish and Wildlife Service and the California Department of Fish and Game. 2003 – 2006.

“Cumulative Air Quality Impacts,” South Coast Air Quality Management District, Diamond Bar, CA. Convened several meetings of the Cumulative Impacts Working Group, a multi-stakeholder group established to provide recommendations to AQMD about how to proceed with its cumulative impacts initiative. 2003.

REPRESENTATIVE PROJECTS – Organizational Development

“Community Leadership Retreats,” Town of Truckee, CA; City of South Lake Tahoe, CA; and the Merced Association of Governments (Merced, CA). Working with City Council members, senior department directors and organizational executives. 2017 – ongoing.

“Board of Directors Retreats,” California Urban Water Conservation Council, Sacramento, CA. Worked with the Board of the Council to develop strategic plans to guide the future of the organization. 2008 – 2014.

“Center for Global Nonkilling Organizational and Strategic Planning,” Humanity United, Redwood City, CA. Developed an organizational plan for a new nonprofit organization focused on reducing human killing in the world. This resulted in the Center being established through a major grant from Humanity United. 2008.

“California Water Institute Strategic Planning Retreat,” California Water Institute, California State University – Fresno, Fresno, CA. Helped plan and facilitated a strategic planning retreat for the California Water Institute Advisory Council, designed to establish the Institute’s short- and intermediate-term goals and develop an action plan for staff and Council members. 2003.

“Governor’s Water Management Commission,” Arizona Department of Water Resources, Phoenix, AZ. Helped plan and facilitated a two-day retreat of the Commission to prioritize its findings and focus future work. Attended by Commission members representing elected officials, local governments, developers, growers, and other water users and suppliers. 2001.

REPRESENTATIVE TRAINING COURSES

“Global Leadership Academy,” Center for Global Nonkilling, Honolulu, HI. An ongoing series of annual Leadership Academies intended to build the capacity of young global leaders to incorporate nonviolence principles in policy and practice, and create a network of young leaders around the world. 2009 – 2011.

“Collaborative Problem Solving,” Center for Collaborative Policy, Sacramento, CA. Designed to build the capacity of public agency leaders and staff to work more effectively within their own agency, with other public agencies and with the various stakeholders to whom they must be responsive. This two-day course was developed in 2004 for use in training courses offered to leaders in Bay Area public agencies.

“Community-Based Environmental Protection,” U.S. Environmental Protection Agency, Region IV, Atlanta, GA. This course involved government, community, environmental and environmental justice representatives on the use of collaborative processes in developing and implementing community-based environmental protection programs. First taught in 1998.

"Public Involvement with an Emphasis on Cultural Diversity," developed in conjunction with Western Network, Santa Fe, NM. This course was developed for audiences interested in the influence of cultural and ethnic diversity on public involvement programs, primarily related to environmental management. This course was first taught in 2002.

"Resolving Growth Management Conflicts." This course focused on how to use collaborative processes to resolve growth management issues. First taught in 1989.

"Negotiating and Managing Public Conflicts." This negotiation and conflict resolution course has served as the foundation for several other courses, built around understanding the basis for public policy disputes and how they can be resolved through negotiation and consensus-building. First taught in 1987.

REPRESENTATIVE PUBLICATIONS

Bourne, R.G., “In Pursuit of a Killing-Free World,” *Peace Review*, Vol. 23, Number 2, April-June 2011

Bourne, R.G., “African Initiatives towards Creating Killing-free Societies,” *Conflict Trends*, Issue 1, 2011

Bourne, R.G., “Community Problem Solving and the Challenges of American Democracy,” *National Civic Review*, Vol. 88, Number 3, Fall 1999.

Bourne, R.G., “Collaborative Planning and Ecosystem Management,” Report and Guidelines prepared for the U.S. Department of Defense, Army Environmental Policy Institute, 1996.

Bourne, R.G., et. al., "Developing Comprehensive State Ground Water Protection Programs," *ASCE Journal of Water Resources Planning and Management*, July 1995.

Elliott, M.L. and Bourne, R.G., "Resolving Development Disputes Through Conflict Resolution and Collaborative Problem Solving," *Financing Growth: Who Benefits? Who Pays? and How Much?*, Government Finance Research Center, 1990.

Bourne, R.G., et. al., "Resolving Water Related Disputes: The Engineers Role in Negotiation and Conflict Management," *Engineering Foundation*, 1989.

PROFESSIONAL ACTIVITIES AND HONORS

Columnist, Occasional Series on Civic Participation and Renewal, the *Atlanta Journal Constitution*, 1996-1998; *The Arizona Republic*, 2000-2001.

Co-Chair, Society of Professionals in Dispute Resolution, Public Policy Sector Critical Issues Committee, Report on Government Use of Collaborative Processes, 1995-1997.

National Association of Counties, Achievement Award, 1991 (Gwinnett County Comprehensive Planning Project).

Georgia Planning Association, Meritorious Planning Process Award, 1988 (Atlanta Historic Preservation Program).

Member, Editorial Policy Committee, Consensus, a publication of the Harvard Program on Negotiation, 1992 to 2001.

Co-Chair, Public Policy/Environmental Sector, Society of Professionals in Dispute Resolution, 1991 to 1993. Member, 1986 to 2009.

Resource Participant, Leadership America, Dallas, TX, 1988, and Center for International Leadership, New York, NY, 1987.