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DAVID SIBBET is president and founder of The Grove Consultants International. For more than thirty years, he has been helping people work together by transforming their ability to communicate and collaborate in groups. His consulting is focused on aiding organizations and their management teams in clarifying and implementing their strategic visions. He is a master at panoramic visualizations that combine rigorous work on the substantive issues of leadership and team development.

CLIENTS

David and his team at The Grove regularly design and lead strategy, visioning, creativity, leadership development, and system-change processes for clients around the world. This involves working in both private- and public-interest sectors for organizations in all stages of development. North American clients of The Grove include Hewlett-Packard, Agilent Technologies, Procter & Gamble, Juniper Networks, Autodesk, Otis Spunkmeyer, Nike, the American Institute of Architects, and Adobe Systems.

In Europe, David has worked with Barclay's Bank, Hewlett-Packard, Ericsson, Novartis, and GM Europe. His Asian clients include Hakuhodo in Japan, National Semiconductor in Hong Kong and Malaysia, Agilent in Singapore, and IWNC Group in China.

In addition to his private-sector work, David has worked with numerous foundations, nonprofits and professional associations, including the Ford Foundation, the San Francisco Foundation, The Natural Step, the American Institute of Architects, the New Media Consortium, the Greater Baltimore Committee's Leadership program, and the National Park Service.

CLIENT WORK

- **Apple Computer**: David was involved in the growth of Apple in the 1980s as a key designer and facilitator of its Leadership Expeditions and Apple University. He went on to lead internal business-planning sessions during the John Scully era.
- **National Semiconductor**: David facilitated the change-management team at National Semiconductor during its turnaround in 1990s, trained an internal group of facilitators and led more than a dozen strategic-visioning sessions for internal groups and departments.
- **Hewlett-Packard** & **Agilent Technologies**: David has worked at Hewlett-Packard and then at Agilent for three decades, leading-strategic visioning sessions for the Labs, groups and divisions, helping to develop leadership programs, and designing Grove Storymaps™ for special kick-offs and change projects. At Agilent, he worked with internal teams to develop their tiered leadership-development system.
- **National Park Service**: David and The Grove team led the visioning process for the conversion of the Presidio to a national park in the early 1990s. He facilitated many NPS planning-team sessions, community-planning workshops and Golden Gate National Park Conservancy meetings. This relationship led to other planning projects for Alcatraz, West Marin and Fort Baker.
- **Nike**: David has designed and facilitated stakeholder reviews of the Corporate Responsibility Plan for global warming and peak oil, and has led strategic-visioning sessions for both the Treasury and IT functions within the company.
- **RE-AMP**: In 2005, David facilitated twenty-five environmental NGOs and eight foundations in the upper Midwest in strategizing how to clean up the energy sector and reduce global warming pollutants by 80% by 2030. The RE-AMP network has now grown to more than seventy organizations and nine foundations, and has raised millions to fight global warming.

PUBLICATIONS

David is the author and designer of many of The Grove's consulting tools and guides, including the Drexler/Sibbet/Forrester Team Performance™ System, the Sibbet/LeSaget Stages of Organization Model, The Grove's Strategic Visioning™ Process and related graphic templates, and The Grove's Facilitation Series.

He is the designer of the *Harvard Business Review's 75 Years of Management Ideas* poster produced for its seventy-fifth anniversary, and the author of "Archetypes of Sustainability" for the *OD Practitioner,* the journal of the Organization Development Network. Recently, his article "Visual Intelligence: Using the Deep Patterns of Visual Language to Build Cognitive Skills" was published in *Theory Into Practice,* a journal for educators.

EDUCATION

David holds a master's degree in journalism from Northwestern University and a B.A. in English from Occidental College. He was awarded a Coro Fellowship in public affairs in 1965 to study metropolitan public affairs in Los Angeles. For eight years in the 1970s, he was executive director and director of training for the Coro Foundation, a leadership-development institute known for its pioneering work in experience-based education. He began his own organizational consulting firm in 1977. In 1985, he took a sabbatical to be a fellow at the San Francisco Foundation, working as an internal organization consultant. Also, during the 1970s and 80s he was a central member of the Arthur M. Young study group at the Institute for the Study of Consciousness in Berkeley, California, studying process theory. David is a long-time affiliate with the Institute for the Future in Menlo Park, a member of the Global Business Network in Emeryville, a long-time member for both the Organization Development Network and the International Association of Facilitators, and a member of the Thought Leaders Network.

PERSONAL AND COMMUNITY WORK

David lives in San Francisco with his poet/teacher spouse, Susan. He is president of the Argonne Community Garden next to the building where they live. He is also a board member of the Coro Center for Civic Leadership and a pro bono supporter of California Poets in the Schools. He loves to kayak, play the piano, garden and cook with Susan.

For further information, see his blog at **www.davidsibbet.com.**