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TOMI NAGAI-ROTHER, senior consultant, has fifteen years of experience in both private- and public-benefit organizations. She draws on group process, graphic facilitation and visual-design skills in her consulting practice, and teaches The Grove's methodology to individuals and groups. Currently, she is developing culturally sensitive ways to help groups capture their own ideas and images. Tomi joined The Grove Consultants International in 1988.

Tomi is often called on to lead strategic multi-stakeholder meetings for clients who need a big-picture view of their field. She uses large-scale graphics that enable groups to literally "see what they mean"

Tomi is particularly interested in the intersection between personal, organizational and social change. She strongly believes that leaders can make the biggest difference by aligning their personal vision with an organization's vision and social mission.

Her aspiration as a teacher and workshop leader is to model servant leadership and the creation of work environments that foster peace in dynamic balance. She is currently developing culturally sensitive ways to let groups capture their own ideas and images.

CLIENTS

Tomi has designed and facilitated meetings for Hewlett-Packard, Genomic Health and NRT, as well as the University of California–San Francisco, Duke University and the University of Michigan. Her work with environmental organizations includes The Natural Step, Urban Habitat, and the Farallones Marine Sanctuary Association.

Tomi regularly works in health care and with the cancer-treatment community. Her clients include the Tides Foundation Community Clinics Initiative, the California HealthCare Foundation, the National Cancer Institute, the National Breast Cancer Coalition, and the National Coalition for Cancer Survivorship.

She has led strategic-visioning sessions for the Gila River Indian Community, the Colorado River Indian Tribes (Poston Restoration Project), and the Office of Indian Education Programs (Bureau of Indian Affairs).

CLIENT WORK

Tomi has this to say about The Grove's work: "The heart of this work is public listening—a conscious witness to a group's spoken words. Public listening is a practice akin to meditation or martial arts in that it deepens and matures with ongoing study. It requires a spirit of service, transparency and humility. The tangible evidence of public listening is a written record of the actual (not paraphrased) words spoken by the group, visible to all. It is this simple act of witness that creates a trusting environment and builds a strong foundation for The Grove methodology."

- **Poston Restoration Project:** Western Arizona is home to the Colorado River Indian Tribes (CRIT) and Poston, one of ten World War II internment camps for Japanese Americans. In 2003, the project brought together twenty-five people—CRIT members, former detainees and their families, educators and historians—who met on the CRIT Reservation to envision an educational tourist destination on the Poston site, one of two located on Indian reservations. A three-day strategic visioning session facilitated by Tomi resulted in a shared vision of a proposed interpretive center and the restoration of buildings to tell the combined story of the Colorado River Indians and the interned Japanese Americans.
- **Genomic Health, Inc.:** Genomic Health, a life-science company located in Redwood City, California, specializes in genomic diagnostics. Company leaders gathered in 2007 to imagine the company in ten years and to sketch out a product life-cycle plan. The one-day meeting, facilitated by Tomi, resulted in a product portfolio and lifecycle plan with milestones and a completion process agreed upon by everyone in attendance.
- **Free to Grow:** In 2006, Free to Grow, a personal-development training company near Cape Town, South Africa, asked The Grove to train its workshop leaders and clients in graphic facilitation. The company focuses on entry-level workers

whose families have been historically disadvantaged and who struggle in the workplace due to low self-esteem and the need for greater job skills. Two Principles of Graphic Facilitation workshops led by Tomi (and assisted by Kara Nichols) taught The Grove methodology to fifty trainers, consultants and HR professionals, who are now using graphic facilitation in corporate and community settings.

PUBLICATIONS

Tomi contributed to *Globalwork: Bridging Distance, Culture & Time*, by Mary O'Hara-Devereaux & Robert Johansen (Jossey-Bass, 1994), as well as to the development of the *Graphic Language Practice Book*, the Visual Planning Systems™ Leader's Guides, and *The Personal Compass*, all published by The Grove.

EDUCATION

Tomi received a bachelor's degree in East Asian studies and creative writing from Oberlin College. She is an internationally certified instructor of Shintaido, a spiritual martial arts form developed in Japan, at the second-degree black belt level.

PERSONAL AND COMMUNITY WORK

Tomi has practiced Shintaido since 1988, with special emphasis on the discipline's strengths in community building, spiritual development and focusing on the environment. Tomi recently expanded her teaching to include Shintaido's Kenko Taiso, a program of healing movement that is accessible to everyone, regardless of age or physical condition. Kenko Taiso includes a meditation form used to create peace networks around the world. As a Quaker, Tomi understands the need to connect the peace and healing of individuals with those of the world at large.