

Tom Andrews

9133 Capstone Court * Noblesville, IN 46060-1064 * (317) 714-3649 * E-mail: hanley1000@att.net

Objective

Teaching, facilitating, planning or coordinating within an experiential educational community that values excellence, interdependence, creativity, accountability, adventure and fun.

Functional summary

- Writing, listening, and speaking effectively –write/edit manuals for operation of programs; develop teaching, service, and business plans.
- Technical expertise managing financial aspects of a business, operation of heavy equipment, construction of challenge courses, and audio-visual productions.
- Designing / delivering individualized lesson plans - interactive - use of multi-media resources.
- Motivating individuals/ teams to make a difference by participating fully in the communities/ families to which they belong. Recruiting, hiring, training, mentoring and evaluation of staff.
- Designing and adapting customized adventure challenge experiences for any theme that can transform dysfunctional groups into competent, productive and affirmed teams from ages 10-adult in a variety of college/church/camp/community culture settings. Designing adventure based skill programs at a “train the trainer” level- challenge course operation, initiative problem solving, camping, outdoor sports.
- Design, inspect, assess, build challenge courses and supervise their operation

Employment

- 1985- **Owner/president, Pro Image Adventures** Noblesville, IN
Designed/constructed/inspected challenge course facilities < 300 organizations in 25 states and 2 foreign countries. Developed teambuilding challenge classes at MIT, Cornell University, Boston University, Taylor University, Babson College; Inland, Eli Lilly
- 2000-2002 **Adjunct Professor/Challenge Course Coordinator**, Taylor U., Upland, IN
- 1997-1998 Coordinator Student Adventure Programs, Wabash College
- 1990-1992 Physical Education Instructor, Massachusetts Institute of Technology (M.I.T.)
- 1980-1984 Co-Director, Brooksby Farm Adventure Program, Peabody, MA
- 1978-1980 Residence Hall Coordinator, Cornell University, Ithaca, NY
- 1976-1978 County 4-H Co Operative Extension specialist, Ithaca and Penn Yan, NY

College , Honors

Boston University, MEd Human Movement, 1982

Taught 2 classes; Thesis on the impact of adventure challenge activities/ philosophy on participants and compared the types of settings in which they were most effective.

Cornell University, BS Human Services, 1976

Deans List, Quill & Dagger Society Honorary Fraternity,
Cornell Glee Club & “Hangovers”, Resident Hall Assistant for 3 years

References

Dieter Beisiegel, Owner, Big Bear Ziplines, Inc. (845) 893-9352
Patrick and Brad Kiesendahl, Owner Family, Woodloch Resort, Hawley, PA (570) 685-8000
Richard Armstrong, Executive Director, YMCA Camp Crosley (877) 811-6189
Dudley Hamlin, Director, Holiday Recreation Center, CT (860) 423-1375
Alan Silverman, Director, Camp Moshava, Honesdale, PA (212) 465-9021
Thomas Ewing, Editor/Publisher - Keene Sentinel, NH (603) 352-1234
E.J. ("Jack") Pudney, Deacon, consultant, GE trainer, (retired) NY (518) 248-9764



Tom (Tom) Andrews

MEd. Boston University-82
B.S. Cornell University-76

Tom has been actively facilitating, teaching, designing, /building/assessing challenge courses since 1978. Raised on a five-generation family dairy farm in Upstate New York, Tom has always loved the outdoors.

Since 1986, his facilitator certification and teambuilding programs have been nationally acclaimed. His passion for coaching people to their best, creating powerful metaphors, and for transforming people's lives is truly legendary. He has memberships and has presented to AEE, WEA, PRCA, and ACCT.

Tom has built and / or serviced more than 700 courses, many of them in Northeastern USA. He is an accredited vendor with the Professional Ropes Course Association (PRCA), and is an associate member Association for Challenge Course Technology (ACCT). He has been an adjunct professor and the coordinator of Escape To Reality, a challenge course/community development program at Taylor University, has taught courses on leadership, teambuilding, and recreation/adventure at Boston University, Wabash College and MIT. His Challenge Course Facilitator Manual has been constantly updated since its inception, more than 25 years ago. Tom is the principal of **PRO IMAGE & ASSOCIATES, LLC** and occasionally(!) lives in Indiana.

He is the proud father of 19 year old Tyler, (renowned Eagle Scout, sophomore Phi Psi at Wabash College, musician and soccer/baseball/frisbee competitor) and owner of Jasmine II, a Siberian Husky.

Tom enjoys traveling, cars, reading, movies, time with Tyler, biking, history, singing, music, and woodworking.

Experience and Skills

Tom is most skilled in group facilitation and team building work. He is highly skilled and enjoys designing custom experiential training activities using applicable, HOT metaphors that will deliver the *behavioral consequence opportunities* people need to experience in order to move ahead. He has done this in both outdoor/experiential *AND* indoor "paper and pencil" settings. Tom is not a stranger to the cyber world and has basic typing and e-mail familiarity. Tom is very good at assisting communities/organizations in assessing what they may need and creating strategy options for them. (*In a business setting, he does that best when teamed with an in-house HR person where there may be greater freedom to talk frankly about issues and options.*) While not formally Covey trained, Tom has used Covey's work (including "Principle Centered Leadership" and "7 Habits for ...People/.Families") as a basis for grounding training work with groups. He is also not formally trained as a Myers Briggs (MBTI) facilitator but is quite familiar with the work and can assist groups/individuals with transferring the results of their findings. Tom has conducted communication and conflict resolution seminars, has a very keen intuition as to what is going on with individuals and groups and can assist in facilitating win/win options for them. He is at ease with a variety of groups that differ by age, ethnicity, culture, sophistication or gender and truly enjoy meeting, engaging and challenging them. Tom has co-ordinated, trained and supervised large staffs delivering teambuilding programs at MIT (1,200 students-200 staff/student facilitators), Babson College and Taylor University (400 students,20 facilitators).

Responsibility and creative problem solving were daily routines while growing up on the farm, thus Tom has always been mechanically inclined plus having an awe and deep respect for the outdoors. He wears a contractor hat at times while designing and building Challenge Courses from cable, wood, steel and also writes technical safety inspection reviews about equipment (and staff competencies, performance). He enjoys providing technical training and has been a presenter at PRCA, ACCT, ACA and AEE International conferences.

In 1982, his Boston University Masters thesis studied the history and impact of adventure challenge activities/ philosophy and compared the types of settings in which it was most effective. He is negotiating to do adventure programs work in Israel.

References

Name	Current title	Years acquainted
Thomas Ewing	Editor, Keene Sentinel	since 1964 (603) 352-1234
Dr. Jason Holder	Adventure Lore Counseling	since 1980 (603) 382-4661
Jeffrey T Clay	Exec Director, YMCA - Boulder, CO	since 1982 (303) 709-2464
Dan Kiestlinger	Campbell & Londonderry High School	since 1986 (603) 432-5747
Dudley Hamlin	Holiday Recreation Center	since 1987 (860) 423-1375
Shawn Moriarty	A Single Footstep, Owner	since 1988 (303) 709-2464
David Woods	Remuda Ranch	since 1996 (928) 684-2688
Richard Armstrong	YMCA Camp Crosley	since 1997 (574) 834-2331
Alan Silverman	Camp Moshava	since 1995 (212) 465-9021
Gary Ethington	Kostopulos Dream Foundation	since 1998 (801) 582-0700
Larry Mealy	Assistant Dean of Students	since 2000 (765) 998-7916
Danny Wright	Youth Minister	since 2004 (317) 695-6351
Bill Root, Jr.	Minister, Challenge Course Dir.	since 2006 (928) 231-4067
Mike Barker	VP, Professional Ropes Course Assoc.	since 2007 (203) 627-4912
John Isaacs	Teacher, business owner, trainer	since 2007 (203) 214-9797