

Thomas H Andrews

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 –can write/edit manual for operation of programs; use the telephone; develop teaching, service, and business plans; speaking to small/large groups; counseling individuals.
- Designing and delivering individualized lesson plans that are interactive and involve 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 ongoing 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.
- Technical expertise managing financial aspects of a business, operation of heavy equipment, construction of challenge courses, and audio-visual productions.

Employment

1985- **Owner/president, Pro Image & Associates** Noblesville, IN (formerly of Wellesley, MA)

Designed/constructed/maintained/inspected challenge course facilities for over 300 organizations in 25 states and 2 foreign countries. Developed teambuilding challenge classes at Cornell University, Boston University, Mt. Holyoke and Babson Colleges, Inland, Eli Lilly

2000-2002 **Adjunct Professor and Challenge Course Coordinator**, Taylor University, 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

Dan Kiestlinger, teacher, challenge course trainer & coach, NH (603) 432-5747

Dudley Hamlin, Director, Holiday Recreation Center, CT (860) 423-1375

Larry Mealy, Assistant Dean of Students, Taylor University, IN (765) 998-7916

Mike Barker, VP Professional Ropes Course Association, Risk Manager for City of New Haven

Thomas (Tom) H. Andrews

MEd. Boston University-82

B.S. Cornell University-76

Tom has been actively 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 1987, his facilitator certification programs 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 taught courses on leadership, teambuilding, and recreation/adventure at Boston University, Wabash College and MIT. He is an accredited vendor with the Professional Ropes Course Association (PRCA), and was the first editor of Parallel Lines, newsletter for Association for Challenge Course Technology (ACCT), of which he is currently an associate member. He has been an adjunct professor and the coordinator of Escape To Reality, a challenge course/community development program at Taylor University, an award winning Christian Liberal Arts institution.

Tom has built and / or serviced nearly 500 courses since 1980, most of them in New England. He has built /designed 20 different climbing walls, both indoor and outdoor. His Challenge Course Facilitator Manual has been constantly updated since its inception in 1986. Tom is the principal of **PRO IMAGE & ASSOCIATES, LLC** and occasionally(!) lives in Indiana. He is the proud father of 16 year old Tyler, (renowned 11th grader and soccer/baseball/wrestling competitor) and owner of Jasmine II, a Siberian Husky.

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

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 ACCT or AEE International conferences.

In 1981, 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 recently retrofitted a course in Belize, Central America and is negotiating to do so in Israel.

References

Thomas Ewing	Editor, Keene Sentinel	since 1964	(603) 352-1234
Dr. Jason Holder	Adventure Lore Counseling	since 1980	(603) 382-4661
Jeffrey T Clay	YMCA of the Ozarks	since 1982	(888) 386-9622
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	(573) 308-5224
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
Steve Sudduth	Wyonegonic Camps	since 1997	(207) 452-2051
Gary Ethington	Kostopulos Dream Foundation	since 1998	(801) 582-0700
Debby Shriber	Camp Director	since 2001	(917) 821-3518
Larry Mealy	Assistant Dean of Students	since 2000	(765) 998-7916
Justin Heth	Taylor University	since 2000	(765) 998-5726
Veronica Gross	Colorado Outward Bound	since 2002	(tel # unknown)
Danny Wright	Youth Minister	since 2004	(317) 695-6351
Mike Barker	Professional Ropes Course Association	since 2007	(203) 627-4912