

## **Jim Francek: President of TAVA Full Circle, LLC**



**Jim is the eldest of ten children** nurtured in the farmlands and urban areas of Michigan. He spent a lot of time on the family farm walking through the fields and woods, sitting by the streams and there came to see that Nature was an inspiring teacher. His academic training includes a BA in Philosophy; postgraduate studies in Theology and Psychology, and a Masters in Social Work from the University of Michigan. From 1973-1986, he worked in corporate settings: Kelsey Hayes Co., the Ford Motor Co., and Exxon developing employee assistance programs. From 1986 to 1996 he managed a virtual team of organizational consultants delivering initiatives addressing the often critical human factors generated by organizational change. This work took him to a wide variety of companies throughout North and South America and Europe.

**From 1996-2007 he served as a senior design faculty in Custom Solutions for the Center for Creative Leadership (CCL)** in Colorado Springs, CO. In that capacity he facilitated a comprehensive assessment of organizations' leadership needs, and then created and delivered innovative designs to address those needs. In 2007, he transitioned to adjunct faculty

status for CCL and moved to ct. His current work in TAVA entails creating innovative applications of the Appreciative Inquiry process to the task of developing leaders, executive teams, organizations and communities experiencing change. He also co-designs and delivers retreats with his wife and partner. He is a seasoned group facilitator, executive coach, designer of innovative training experiences, motivational speaker, father, grandfather of two and a poet.

**Organizational Clients that Jim has worked with over the scope of his career include:** General Motors, Ford Motor Co., Exxon, Mobil, Petro-Canada, Esso Chemical, General Foods, Continental Bank, Burger King, British Petroleum Exploration, Maytag, AT&T, Michigan Bell Telephone, The Kansas Health Foundation, Twin Cities United Way, The Hyde Foundation, The Kauffman Foundation, The Catamount Institute, General Electric Credit, Comerica Bank, Children's Hospital of Denver, United Defense, Colorado Department of Corrections, The Harrison School District, the University of Colorado, Amoco Chemical, El Paso County, Kelsey Hayes CO., the US Air Force, the American Red Cross, Leadership Greater Hartford, the University of Maryland, and the Rensselaer Institute.