

COREVISION, LLC.

...EXPANDING THE HORIZON TOWARD NEW POSSIBILITIES



Tracey Cairnie, MS, ACC is president and founder of CoreVision, LLC. She specializes in conflict resolution, facilitation, training, coaching, group dynamics, and management and leadership optimization. She has over twenty years experience in providing in-depth interviews, organizational assessments, and issues analysis to determine the most effective approach for assisting clients in reaching optimal solutions. She facilitates inter-agency, groups, community dialogues, and strategic planning efforts. Tracey assists clients in designing and implementing programs related to change efforts, public policy initiatives, and organizational development. She

mediates resolutions and provides coaching to individuals and teams. Tracey is a court-certified mediator/mentor, an ICF ACC certified coach, and a coaching mentor for Georgetown Executive Leadership Coaching Program. She holds an advanced degree in conflict analysis and resolution.

PROFESSIONAL EXPERIENCE

Dispute Resolution, Mediator, Facilitator, Mentor, Coach, Trainer. 1987 to present.

Tracey provides coaching, mediation, facilitation, and training services to government agencies, court systems, businesses, non-profits, universities, families, and individuals. She is an adjunct professor at George Mason University teaching skills in collaborative communication, mediation, negotiation, and dispute resolution. Responsibilities include:

- organizational assessments (in-depth interviews and analysis)
- facilitated dialogues and retreats (large and small groups)
- coaching (executive leadership, interpersonal relationships, leadership presence, team effectiveness)
- program development and training (in dispute resolution, facilitation, relationship awareness, conflict management, solution-focus leadership, and communication processes)
- design and implementation of strategic planning processes (for businesses, organizations (including non-profits), and government agencies)
- dispute resolution services involving workplace (EEO, interpersonal relations, inter and intra-agency), community, contracts, public policy and family disputes)
- mentor/role play observer/evaluator (for conflict resolution, coaching, and facilitation training)
- administer assessments (MBTI, DiSC, PACE, SDI, and Thomas Kilmann Conflict Styles)

Relevant Experience:

- Mediator/Facilitator – *Interest-Based Negotiations* (Amnesty International USA; Department of Interior, Fairfax County Government; Loudoun County Department of Economics; NTL Institute; Prince William County Office of Dispute Resolution; Virginia’s Public Broadcasting Service Stations; Smithsonian Institute; Virginia Supreme Courts; - Fairfax & Loudoun Counties Circuit, General District and Juvenile & Domestic Relations Courts; US Consumer Product Safety Commission; VA Department of Employment Dispute Resolution)
- Trainer/Coach/Facilitator – *Solution-Focused Leadership, Active Listening Skills, Difficult Conversations, Beginning and Advanced Mediation, Conflict Management, Coaching and Negotiation, Effective Meetings, Media Presence* (Fairfax County Government; FEMA; Federal Dispute Resolution Conference; Federal Labor Relations Authority; GMU - Dispute Resolution Program, HR Department, & Information Technology Unit; HUD; NASA; NOAA – National Hurricane Center, Environmental Prediction Center, Marine Fisheries Services & Aviation Weather Service; State Department; VMN; DC Courts; TSA; Northern Virginia Mediation Services)
- Leadership and Conflict Coaching – Senior Executives, Supervisors, Managers, Employees and Teams (BMT, Capital One, Department of Homeland Security, Department of Interior - National Park Service, George Mason University, HUD – Headquarters and New Orleans, IMF, Howard Hughes Medical Institute, NOAA – National Hurricane Center, TSA)

EDUCATION

M.S./Conflict Analysis and Resolution, George Mason University
B.S./Public Administration, George Mason University
Certificate, Executive Leadership Coaching, Georgetown University (ACC Certified by ICF)
Court Certification, Mediation/Mentor - Supreme Court of Virginia
Certificate, Facilitation, USDA Graduate School