

STATEMENT OF QUALIFICATIONS

PART I – CONTRACT SPECIFIC QUALIFICATIONS

A. CONTRACT INFORMATION

1. PROJECT TITLE AND LOCATION (City and State)

Neutral Facilitation Consultant List Columbus, OH

2. ANNOUNCEMENT DATE

March 4, 2011

3. PROJECT NUMBER

DAS-11F888

B. FIRM POINT OF CONTACT

4. PROJECT REPRESENTATIVE NAME AND TITLE

Steven E. Haber, AIA, Principal Facilitator

5. PRESIDENT / CEO

Same

6. NAME OF FIRM



The Haber Group LLC dba Steve Haber Group

7. TELEPHONE NUMBER

(513) 368-7203 (mobile)

8. FAX NUMBER

n/a

9. E-MAIL ADDRESS

steve@steve-haber.com

10. COUNTY

Hamilton

11. FTID NUMBER

██████████

12. WEB ADDRESS

www.linkedin.com/in/stevehabergroup

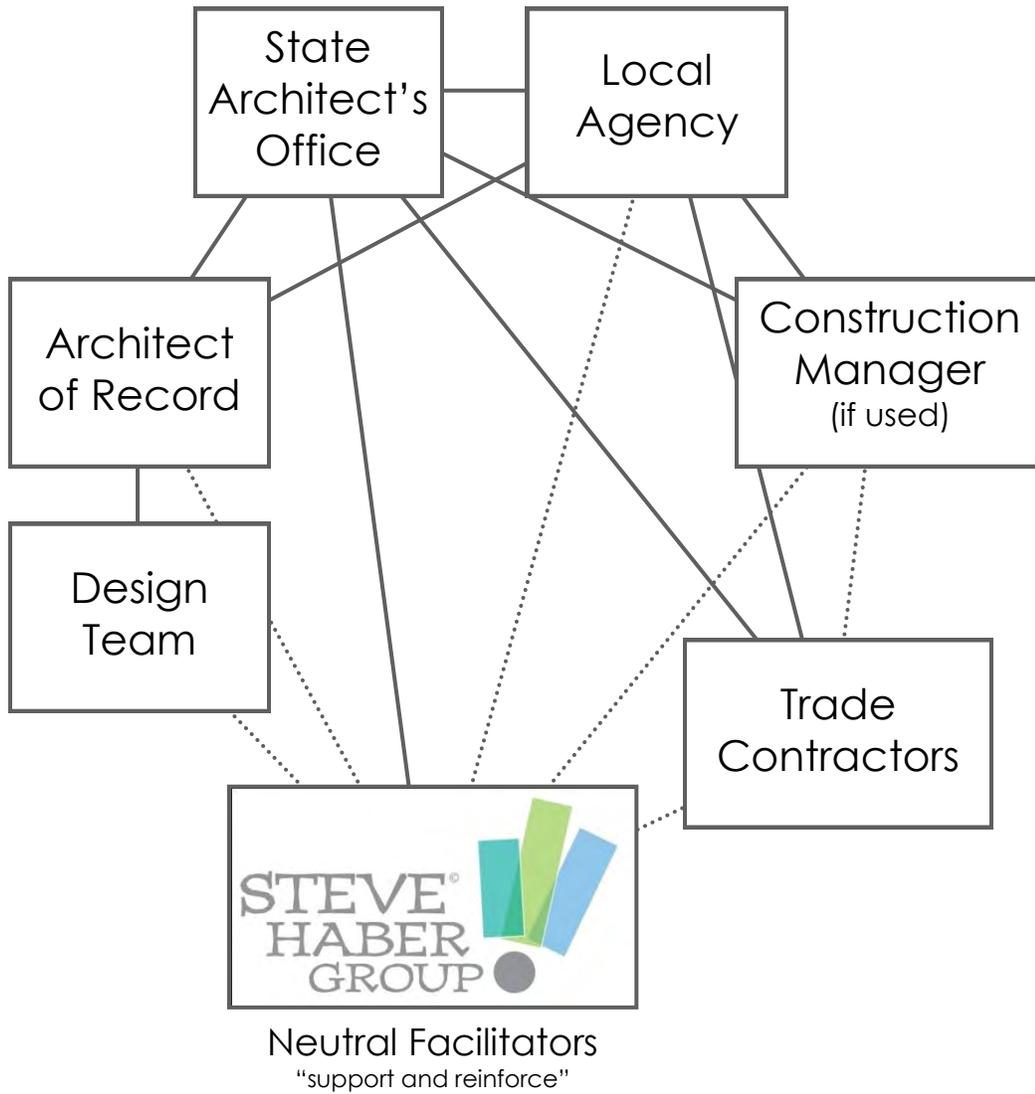
C. PROPOSED TEAM

(Complete this section for the lead firm or joint venture partners, and all key consultants.)

(Check)			13. FIRM NAME	14. ADDRESS	15. ROLE IN THIS CONTRACT
Lead Firm	JV Partner	Consultant			
a.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Haber Group LLC dba Steve Haber Group Non-certified <input type="checkbox"/> Check if EDGE certified	7329 Blue Boar Drive Cincinnati OH 45230 <input type="checkbox"/> Check if branch office _____ Miles from project site	Principal Facilitator
b.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Check if EDGE certified	<input type="checkbox"/> Check if branch office	
c.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Check if EDGE certified	<input type="checkbox"/> Check if branch office	
d.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Check if EDGE certified	<input type="checkbox"/> Check if branch office	

INSERT ORGANIZATIONAL CHART BELOW OR ATTACH.

Organizational Relationships



E. RESUMES OF KEY PERSONNEL PROPOSED FOR THIS CONTRACT

(Complete one Section E for each key person.)

16. NAME Steven E. Haber, AIA		17. ROLE IN THIS CONTRACT Principal Facilitator	18. YEARS EXPERIENCE	
			a. TOTAL 35	b. WITH CURRENT FIRM 3

19. FIRM NAME AND LOCATION (City and State)
The Haber Group LLC dba Steve Haber Group **Cincinnati, OH**

20. EDUCATION (DEGREE AND SPECIALIZATION) Bachelor of Architecture Architecture Certificate of Professional Practice University of Cincinnati, Cincinnati, OH College of Design, Architecture, Art, and Planning School of Architecture and Interior Design	21. CURRENT PROFESSIONAL REGISTRATION (STATE AND DISCIPLINE) Registered Architect State of Ohio, ARC.8207043 exp 12/31/2011 Certificate of Authorization State of Ohio Ohio Architect's Board, Certificate No. 00122245 exp 6/30/2011
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22. OTHER PROFESSIONAL QUALIFICATIONS (Publications, Organizations, Training, Awards, etc.)

Professional Certifications and Trainings:

- **Partnering Facilitator**, Ohio Dept of Transportation Columbus, OH
- **Certified Facilitator**, Innovative InterChange Dayton, OH
- **Certified Trainer**, National Center for Construction Education and Research (NCCER) Cincinnati, OH
- **Certified Trainer**, Allied Construction Industries Cincinnati, OH
Essential Management Series
Superintendent Series
- **Facilitator**, Life Success Seminars Cincinnati, OH

Publications:

- "The Importance of Trust and the Partnering Process", **The Constructor**, Allied Construction Industries
- "The Six Blind Men and the Elephant: Another View of Construction Partnering", **The Constructor**, Allied Construction Industries

Significant Speaking and Workshop Engagements:

- XL Insurance Business Council for Construction, Design, and Environmental Professionals, **2003**, Exton PA
"Building for the Future," Corporate Structure
- The Zweig Letter Hot Firm Conference, **2003**, San Francisco CA
"A Tough Act to Follow: How to Replace a Strong Leader"
- National Association of Minority Architects (NOMA) **2008** National Conference, Washington DC
"Strategic Planning for Design Firms"
- Construction Financial Managers Association, **2009**
"Authentic Leadership in Uncertain Economic Times"
- AIA Ohio Valley Regional Convention, **2009**
"Diverse Enhanced Collaboration: Can Diverse Teams Collaborate?"
- National Association of Minority Architects (NOMA) **2009** National Conference, St Louis MO
"Embracing Uncertainty: Impacting Positive Social Change through Inspiring Leadership"
- AIA Cincinnati, **2010**
"Authenticity and Effective Communications in Uncertain Times"
- AIA Cincinnati, Congress of Residential Architects, **2010**
"Authenticity and Creativity: Changing the Profession from the Inside Out"
- AIA Cincinnati, Congress of Residential Architects, 2011
"Shifting the Paradigm: Re-envisioning the Role of the Architect"
- Institute of Manufacturing Accountants, **2011**
"Authenticity and Creativity"
- AIA Ohio Valley Regional Convention, **2011** (Pending)
"Innovative InterChange: The Conditions Necessary to Boost Creativity through Authenticity and Collaboration"

Organizations:

- American Institute of Architects
- AIAOhio
- AIA Cincinnati
- Rotary Club of Cincinnati, 1989 - Present
Past President, 1998 - 1999 Cincinnati, OH
- Anderson Township Board of Zoning Appeals Cincinnati, OH

Significant Project Management Experience:



\$21M Steger Student Life Center
University of Cincinnati
**LEED (Leadership in Energy and Environmental Design)
Certified**



\$7M Renovations to Swift Hall, University of Cincinnati



\$5M National Steamboat Monument
Cincinnati Recreation Commission,
AIA Cincinnati Merit Award



\$4M Additions and Renovations
to Cincinnati Playhouse in the Park



\$2M Fernald Preserve Visitors Center
Ross, Ohio
Ohio's First LEED Platinum Project



\$18M Shoemaker Center
University of Cincinnati

Awards:

- **AIA Cincinnati Merit Award:** National Steamboat Monument, Cincinnati Recreation Commission, Cincinnati, OH
- **Ohio's First LEED Platinum Project:** Fernald Preserve Visitor's Center, Department of Energy, Ross, OH
- **SIR (Super Involved Rotarian) Award (twice!),** Rotary Club of Cincinnati, Cincinnati, OH

Experience:

- **Steve Haber Group** April 2008 – Present
Principal Facilitator
- **glaserworks** Architects and Urban Design May 1982 – April 2008
Managing Principal

23. RELEVANT PROJECTS (Up to a maximum of 5 samples)

(1) TITLE AND LOCATION (City and State)	(2) YEAR COMPLETED		(3) EXAMPLE PROJECT KEY NUMBER (If included in Section F)
	PROFESSIONAL SERVICES	CONSTRUCTION (If applicable)	
<p>a. Strategic Planning Retreat The Arc of Appalachia Preserve System (Highlands Nature Sanctuary Hillsboro, OH)</p> 	2011	n/a	1
<p>(4) BRIEF DESCRIPTION (Brief scope, size, cost, etc.) AND SPECIFIC ROLE <input checked="" type="checkbox"/> Check if project performed with current firm</p> <p>The Steve Haber Group with Steve Haber as Principal Facilitator created a process and facilitated a one and one-half day Board Retreat that involved the Board, staff, stakeholders, and others who passionately care about the Arc.</p>			
<p>b. Chapter Workshop Shifting the Paradigm: Re-envisioning the Role of the Architect</p> 	2011	n/a	2
<p>(4) BRIEF DESCRIPTION (Brief scope, size, cost, etc.) AND SPECIFIC ROLE <input checked="" type="checkbox"/> Check if project performed with current firm</p> <p>The local AIA Chapter asked Steve Haber Group to create a one-half day workshop with the following Learning Objectives. Steve Haber was the Principal Facilitator.</p> <ol style="list-style-type: none"> 1. Create a vision of architecture where architects exercise significant leadership 2. Determine what genuine values architects provide the marketplace 3. Determine how architects can increase their credibility and relevance 4. Determine some action steps. Decide what comes next 			
<p>c. Pre Construction Partnering Workshop Renovations at Channel 48</p> 	2003	n/a	3
<p>(4) BRIEF DESCRIPTION (Brief scope, size, cost, etc.) AND SPECIFIC ROLE <input type="checkbox"/> Check if project performed with current firm</p> <p>A half-day pre-construction partnering workshop was facilitated by Steve Haber as Principal Facilitator and identified:</p> <ol style="list-style-type: none"> 1. <i>Specific Project Goals</i> 2. <i>Critical Project Issues and Action Plans</i> 3. <i>Other Agenda and Miscellaneous Items</i> 			
<p>d. Partnering Workshop Camp Allyn Pathway and Pavilion Project</p> 	2003	n/a	4
<p>(4) BRIEF DESCRIPTION (Brief scope, size, cost, etc.) AND SPECIFIC ROLE <input type="checkbox"/> Check if project performed with current firm</p> <p>A half-day pre-construction partnering workshop that included the designers, the client, the users, and the contractor. Steve Haber was the Principal Facilitator. Typical sessions within the workshop included:</p> <ol style="list-style-type: none"> 1. <i>Defining Project Goals</i> 2. <i>Identifying and resolving Critical Project Issues and Action Plans</i> 3. <i>Suggested Follow-on Tasks for After the Workshop</i> 			

F. EXAMPLE PROJECTS WHICH BEST ILLUSTRATE PROPOSED TEAM'S QUALIFICATIONS FOR THIS CONTRACT

(Present as many projects as requested by the Contracting Authority, or a maximum of 10 projects, if not specified. Complete one Section F for each project.)

24. EXAMPLE PROJECT KEY NUMBER (1 – 10)

1

25. TITLE AND LOCATION <i>(City and State)</i> Strategic Planning Retreat The Arc of Appalachia Preserve System (Highlands Nature Sanctuary Hillsboro, OH	26. YEAR COMPLETED	
	PROFESSIONAL SERVICES 2011	CONSTRUCTION (if applicable) n/a



27. PROJECT OWNER'S INFORMATION

a. PROJECT OWNER Board of Directors The Arc of Appalachia Preserve System	b. POINT OF CONTACT NAME Robert J. Miller, President Board of Directors	c. POINT OF CONTACT TELEPHONE NUMBER 513 683 6514 (home)
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28. BRIEF DESCRIPTION OF PROJECT AND RELEVANCE TO THIS CONTRACT *(Include scope, size, and cost)*

The Arc's forest preservation work lies in the **Arc of Appalachia**, a region located in southern Ohio on the leading edge of the Cumberland Plateau which boasts unusually rich natural diversity and an uncommonly dense native forest cover.

A total of **fourteen preserve regions** have been established along the ninety mile crescent of the Arc of Appalachia which outlines the leading edge of the Appalachian foothills. The Arc begins in the Hopewell Culture's "motherland" of Chillicothe, Ohio. On its southern tip it extends across the Ohio River into northern Kentucky, where the Arc aspires to expand its preservation work in the future. The Arc currently manages 5000 acres of protected forests and associated Eastern ecosystems in southern Ohio.

The Arc of Appalachia Preserve System is at a pivotal point in its evolution and needed a strong plan to build a balanced and sustainable future. It needed a strong, yet clear and simple mission statement and a Board development plan for a strong, active, and effective Board.

The **Steve Haber Group** with **Steve Haber as Principal Facilitator** created a process and facilitated a one and one-half day **Board Retreat** that involved the Board, staff, stakeholders, and others who passionately care about the Arc.

The process included:

- 1. Environmental Scan**
Board issues
Individual issues
Communication
- 2. Mission Statement**
What does the organization do? (its purpose)
Who does it serve? (the reason for its purpose)
Why? (its guiding values)
- 3. Vision Statement**
- 4. Strategic Initiatives; no more than five**



"...you were perfect. You fit well with the group and guided us with a focused but gentle and respectful hand. I couldn't be happier with the process and result."

Jean F., Board Member and Strategic Planning Committee Chair

"...Steve Haber was our most competent facilitator...a huge thanks for doing such a fabulous job."

Nancy S, Executive Director, The Arc of Appalachia Preserve System

29. FIRMS FROM SECTION C INVOLVED WITH THIS PROJECT

a. (1) FIRM NAME Steve Haber Group	(2) FIRM LOCATION <i>(City and State)</i> Cincinnati, OH	(3) ROLE Principal Facilitator
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F. EXAMPLE PROJECTS WHICH BEST ILLUSTRATE PROPOSED TEAM'S QUALIFICATIONS FOR THIS CONTRACT

(Present as many projects as requested by the Contracting Authority, or a maximum of 10 projects, if not specified. Complete one Section F for each project.)

24. EXAMPLE PROJECT KEY NUMBER (1 – 10)

2

25. TITLE AND LOCATION (City and State) Chapter Workshop Shifting the Paradigm: Re-envisioning the Role of the Architect 	26. YEAR COMPLETED	
	PROFESSIONAL SERVICES 2011	CONSTRUCTION (if applicable) n/a

27. PROJECT OWNER'S INFORMATION

a. PROJECT OWNER AIA Cincinnati	b. POINT OF CONTACT NAME Patricia J. Daugherty, Hon. AIA, SDA/C Executive Director AIA Cincinnati	c. POINT OF CONTACT TELEPHONE NUMBER 513 421 4661
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28. BRIEF DESCRIPTION OF PROJECT AND RELEVANCE TO THIS CONTRACT (Include scope, size, and cost)



Following a talk given at a **CORA (Congress of Residential Architects)** Event titled **"Authenticity and Creativity"** the **Steve Haber Group** challenged those in attendance to embrace their capabilities in the face of a changing profession and attend a **specifically-designed workshop** aimed at shifting their awareness and appreciation towards a different professional paradigm.



That **one-half day workshop, "Shifting the Paradigm: Re-envisioning the Role of the Architect,"** created by **Steve Haber Group** to create a **one-half day workshop** that the following Learning Objectives. **Steve Haber was the Principal Facilitator.**

1. Create a **vision of architecture** where architects exercise **significant leadership**
2. Determine what **genuine values** architects provide the marketplace
3. Determine how architects can increase their **credibility and relevance**
4. Determine some **action steps**. Decide what comes **next**

"Many thanks for the workshop on Friday. It was provocative and insightful, and merits further attention. I think all of the attendees went away with thought provoking ideas.

Cynthia Williams, AIA, AIA Cincinnati CORA Chair

"I wanted to let you know personally how excited I am about the new direction of thought, engagement and educational opportunities the chapter is pursuing. Thank you so much for all your effort. You have become an integral part in getting us to a new future. How fortunate for AIA Cincinnati to have you as a member."

Patricia J. Daugherty, Hon. AIA, SDA/C
Executive Director
AIA Cincinnati

29. FIRMS FROM SECTION C INVOLVED WITH THIS PROJECT

a. (1) FIRM NAME Steve Haber Group	(2) FIRM LOCATION (City and State) Cincinnati, OH	(3) ROLE Principal Facilitator
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F. EXAMPLE PROJECTS WHICH BEST ILLUSTRATE PROPOSED TEAM'S QUALIFICATIONS FOR THIS CONTRACT <i>(Present as many projects as requested by the Contracting Authority, or a maximum of 10 projects, if not specified. Complete one Section F for each project.)</i>	24. EXAMPLE PROJECT KEY NUMBER (1 – 10) 3
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25. TITLE AND LOCATION <i>(City and State)</i> Pre Construction Partnering Workshop Renovations at Channel 48 WCET		26. YEAR COMPLETED	
		PROFESSIONAL SERVICES 2003	CONSTRUCTION (if applicable) 2003

27. PROJECT OWNER'S INFORMATION		
a. PROJECT OWNER Greater Cincinnati Television Education Foundation	b. POINT OF CONTACT NAME Jack Dominic Executive Vice President, Station Manager, and COO	c. POINT OF CONTACT TELEPHONE NUMBER 513 381 4033

28. BRIEF DESCRIPTION OF PROJECT AND RELEVANCE TO THIS CONTRACT *(Include scope, size, and cost)*

The Renovations at CET 48, Cincinnati's Public Television Station, included capturing former storage space and turning it into offices for **Women's Health**, a new and up and coming local not for profit. New entrances, new rated egress stairs, rated egress corridors, finishes, and fixtures and furniture all had to be accomplished while the station remained operational.

A half-day pre-construction partnering workshop was facilitated by **Steve Haber as Principal Facilitator** and identified:

1. **Specific Project Goals**, which included:
 - Looking for opportunities to compress construction schedule*
 - Assist Owner to achieve improved efficiencies*
 - Open and honest communication and coordination*
2. **Critical Project Issues and Action Plans**
 - Code issues regarding door hold open hardware*
 - Critical lead times for various materials and equipment*
 - Opening in exterior wall for removal of Owner's trash*
 - Coordination of furniture and electric*
3. **Other Agenda and Miscellaneous Items**, which included:
 - Administration of separate contracts*
 - Security*
 - Coordination of Owner's work including relocation of lighting grids*
 - Coordination with Owner's schedule for demolition*

29. FIRMS FROM SECTION C INVOLVED WITH THIS PROJECT		
a. (1) FIRM NAME glaserworks Architecture	(2) FIRM LOCATION <i>(City and State)</i> Cincinnati, OH	(3) ROLE Principal Facilitator

F. EXAMPLE PROJECTS WHICH BEST ILLUSTRATE PROPOSED TEAM'S QUALIFICATIONS FOR THIS CONTRACT

(Present as many projects as requested by the Contracting Authority, or a maximum of 10 projects, if not specified. Complete one Section F for each project.)

24. EXAMPLE PROJECT KEY NUMBER (1 – 10)

4

25. TITLE AND LOCATION (City and State) Partnering Workshop Camp Allyn Pathway and Pavilion Project	 Cincinnati Rotary		26. YEAR COMPLETED	
	PROFESSIONAL SERVICES	2003	CONSTRUCTION (if applicable)	2003

27. PROJECT OWNER'S INFORMATION

a. PROJECT OWNER Rotary Club of Cincinnati	b. POINT OF CONTACT NAME Fred C. Fischer, Chair Camp Allyn Long Range Planning Committee, Rotary Club of Cincinnati	c. POINT OF CONTACT TELEPHONE NUMBER 859 781 1400 (work)
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28. BRIEF DESCRIPTION OF PROJECT AND RELEVANCE TO THIS CONTRACT (Include scope, size, and cost)

The **Pathway and Pavilion Project At Cincinnati Rotary's Camp Allyn** for children with disabilities was the design and construction of an outdoor open pavilion for day use activities and a Class III accessible pathway, over 1,800 feet long with a construction cost of \$475,000.

The Partnering Workshop was a half day workshop that included the designers, the client, the users, and the contractor. **Steve Haber was the Principal Facilitator.** Typical sessions within the workshop included:

1. **Defining Project Goals**
2. **Identifying and resolving Critical Project Issues and Action Plans**
3. **Suggested Follow-on Tasks for After the Workshop**

Unique to this camp that serves children with disabilities was these over-arching goals:

Create Positive Community Awareness of the Camp, and Provide Opportunity for Service to the Community



Pathway and Continental Bridge



Outdoor Pavilion for Camp day-use



Don Walters Accessible Dock

As a result of this successful partnering session and the good will that it created, the contractor returned and donated company time as volunteers from the Rotary Club of Cincinnati built a fishing dock accessible to children with disabilities named after long time Rotarian Don Walters.

29. FIRMS FROM SECTION C INVOLVED WITH THIS PROJECT

a. (1) FIRM NAME glaserworks Architecture	(2) FIRM LOCATION (City and State) Cincinnati, OH	(3) ROLE Principal Facilitator
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H. ADDITIONAL INFORMATION

34a. PROVIDE ANY ADDITIONAL INFORMATION REQUESTED BY THE CONTRACTING AUTHORITY. ATTACH ADDITIONAL SHEETS AS NEEDED.

Steve's mission with the Steve Haber Group is to assist companies and organizations create cultures of authenticity, courage, and creativity, having more fun, greater personal satisfaction, and greater returns.

The **Steve Haber Group** was formed in 2008 and emanated from a successful history of architectural and engineering work and personal growth seminar facilitation. The Group was created to provide facilitation and group coaching services to clients throughout the design and construction industry including architects, design and planning consultants, engineers, environmental firms, owners, and contractors.

Steve's facilitation and coaching is based on experience earned through 30 years of architectural and engineering practice, eighteen years as Principal and Project Manager, and 3 years as Managing Principal of **glaserworks Architects**, a 28-person design-oriented firm. He is a regular facilitator with **Life Success Seminars, Innovative InterChange**, a seminar facilitation company located in Dayton and Nashville, and is a certified trainer with the **National Center for Construction Education and Research**. He is a Registered Architect and earned his Bachelor of Architecture from the University of Cincinnati.

What people are saying about Steve Haber Group:

"I just finished my last session in the management series. Steve Haber has done a most excellent job as an instructor. Of all of the classes that I have taken, this one was the best. I have to give credit to Mr. Haber for this because of his ability to create such interaction amongst everyone in class. He stayed on topic, and if we did stray, he knew how to bring it back on track. Steve raised my confidence level and shared many ideas that I am sure will help me in the future."

Mark Lambert
CHC Fabricating Corp.
Cincinnati OH

"I tell people that "Open for Discussion" is like a mini 5th day and you're good at facilitating conversations that are very lofty, multi-dimensional, and get you to think, which is why I signed up."

Mary H.
Attendee at "Open for Discussion"
Cincinnati OH

"Steve is a true leader who combines the ability to appreciate the big picture yet is also a real people-person who understands what motivates people and what they care most about."

Ray Kogan, AIA
President, Kogan & Company
Arlington VA

"I decided to engage [Steve's] services as an independent consultant to review my internal processes, policies and procedures, as well as, my business and marketing plans. Steve was organized, process driven, and intuitive in counseling me which was instrumental in helping me to shift my paradigms giving me fresh insight. The process was focused on helping me to reinvent my business model. The consulting experience was more than I could have hoped for. Steve was encouraging and inspiring and helped me to define new strategies and objectives. I would highly recommend him as a professional consultant, and coach."

Mark Macomber
President, Island Dimensions LLC, and Macomber Design Build
Cincinnati OH

"You have way of making people see things about themselves in a different way. It's like you make them look into the kaleidoscope and then start turning it, to illuminate different shapes and patterns. It's funny how a kaleidoscope is a sealed object, and moving it changes what we see, however, nothing is ever really changed internally, it's just the light defines different pieces."

Mark D.
Attendee at Life Success Seminars
Cincinnati OH

When not facilitating or coaching you will find Steve **recording meditative piano music** or on some stream **fly fishing**.

