

**John Hardman, Ph.D.**  
**Senior Instructor**

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**Personal Vision:** To help empower people to regenerate their careers, their organizations, and their communities.

**Education**

2009            **Ph.D. in Educational Leadership**  
                  Florida Atlantic University, Boca Raton, Florida, United States  
                  Dissertation: Regenerative Leadership: An Integral Theory of Leadership for Sustainability in Business, Education and Community (earned College of Education 2010 Outstanding Dissertation of the Year).  
1997            **M.A. in International School Leadership and Management**  
                  Oxford Brookes University, Oxford, England  
1992            **Associate of the College of Preceptors**  
                  University of Ripon and York, York, England

**Experience (United States)**

Current **Senior Instructor**  
                  Department of Educational Leadership, College of Education, Florida Atlantic University  
                  **IDEAL Program Coordinator**, School Leaders Master's Degree Program.  
                  **Program Coordinator and Student Advisor**, Department 'Legacy' School Leaders Master's Degree.  
                  **Departmental Liaison**, Center for eLearning (CeL).  
                  **Team Member**, FAU – BalancED teacher and leader preparation partnership (Cairo, Egypt). Specializations: Instructional Supervision, Instructional Leadership Theory and Practice.

**External Employment/Assignments**

**Methodologist**, Dissertation Committees, Grand Canyon University, Phoenix, AZ.  
**Faculty**, Executive Education Center, United Nations' University for Peace (UPeace), Costa Rica. Subject taught: Regenerative Leadership for Sustainable Development.  
**Faculty**, World Learning Institute Graduate School of International Training, VT. Subject taught: Foundations in Regenerative Leadership.  
2009 – 13      **Adjunct Instructor**  
                  College of Business (MAN 6931 Sustainability Leadership for Entrepreneurs)

	College of Engineering (EGN 6930 Sustainability Leadership for Engineers)
2009 -	<p><b>Founder</b>, Regenerative Organizations, LLC</p> <p>Sustainability and leadership process consulting firm for corporations, governmental and non-governmental organizations, schools and universities.</p> <p><b>Visiting Assistant Professor</b></p> <p>Department of Educational Leadership, College of Education, Florida Atlantic University</p> <ul style="list-style-type: none"> <li>▪ Instructional Leadership Team Leader</li> <li>▪ Departmental Liaison to the Palm Beach County Public School District</li> <li>▪ Teaching: Instructional Leadership and the Principal Internship</li> <li>▪ Service: Chair, College of Education Diversity Committee; Member, College of Education International Committee; Member, FAU Sustainability Committee; Member, President's Innovation &amp; Entrepreneurship Committee</li> </ul>
	<b>Other Teaching Assignments</b>
	<p>Adams Center for Entrepreneurship, Department of Management Programs, College of Business, Florida Atlantic University</p> <p>Developed and teach: <i>MAN 6931/4930 Sustainability Leadership for Entrepreneurs</i> (designated as an Academic Service-learning course)</p> <p>Innovation Leadership Honors Program, College of Engineering, Florida Atlantic University</p> <p>Developed and taught: <i>EGN 4070 Sustainability Leadership for Engineers</i> (designated as an Academic Service-learning course)</p> <p><i>EGN 6930 – Sustainability Leadership for Engineers (part of the Certificate in Renewable Energy funded by FPL)</i></p>
2007 - 2009	<p><b>Coordinator of Research Programs &amp; Services</b>, A. D. Henderson University Lab School/FAU High School, Florida Atlantic University</p> <p><b>Founded</b> Regenerative Organizations (<a href="http://www.regenerativeorganizations.com">http://www.regenerativeorganizations.com</a>), dedicated to facilitating leadership, team learning, and organizational culture change for regenerative practice in business, community, K-12 schools, colleges and universities.</p> <p><b>Principal Investigator</b> for the Global Hope and Opportunity Project, nonprofit organization supporting sustainable community development in disadvantaged urban and rural communities, with an emphasis on Latin American indigenous populations.</p>
2006 – 2007	<b>Acting Assistant Principal and Principal</b> , A. D. Henderson University School, FAU
2005 - 2006	<b>Acting Coordinator of Field Placement, Office for Academic Affairs and Student Services (OASS)</b> , Boca Campus, Florida Atlantic University
2005	<b>Acting Associate Director, OASS</b> , Davie Campus
2004 – 2007	<b>Director of NCATE Systems Management</b> for the NCATE/DOE/DCU Accreditation Review in 2007 of the College of Education.

**Adjunct Instructor, Principal's Internship**, for the Master's Degree in Education, Department of Educational Leadership

**International Experience**

2000 - 2004 **Headmaster**, SEK International School, Quito, Ecuador (IB Diploma, MYP)

1996 – 2000 **Secondary School Headmaster**, St. Andrew's Scots School, Buenos Aires, Argentina (IB Diploma and MYP). Conducted school authorization visits for IBLA.

1994 – 1996 **Headmaster**, St. Mark's School, Buenos Aires, Argentina

1985 – 2000 **Teacher** in diverse bilingual schools in Buenos Aires, Argentina, of IB Theory of Knowledge (Secondary), Science, Drama and History (Elementary), and English Language and Literature (Elementary and Secondary). Certified teacher of Theory of Knowledge (IB), and First Language English and Literature (IGCSE, Cambridge University)

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**Research, Service, Consulting, Certifications and Affiliations**

2016 - Co-Principal Investigator, The Effect of Increasing Continuity a Longitudinal Primary Care Experience. College of Medicine, Florida Atlantic University

2013 - 2015 Regenerative Leadership in K-12 Public Schools and Districts.

**Process Consultant in Leadership, Team Dynamics and Wellness** for the Planning Department, Palm Beach County School District

**Member** of the FAU Academic Service-learning Faculty Learning Community **Sustainability Strategic Planning Facilitator** for the 79<sup>th</sup> St. Corridor Neighborhood Initiative, Miami-Dade, in representation of the Sustainability Committee of the Southeast Florida/Caribbean Chapter of the Urban Land Institute (ULI)

2009 - 2010 **Member, Board of Directors**, U.S. Green Building Council (USGBC) Southeast Florida **Licensed Facilitator**, ISIS Accelerator strategic planning process for sustainability and deep change (AtKisson Group – [www.atkisson.com](http://www.atkisson.com))

**Licensed** in Sustainability - Competencies and Opportunity Rating and Evaluation (SCORE), by AXIS Professionals, Bainbridge University

**Certified** in Community Regeneration by the Home & Communities Academy, UK

**Process Facilitator** for the infusion of sustainability in the curriculum, College of Engineering, Florida Atlantic University

**Co-facilitator** of the FAU Sustainable Pedagogy Faculty Learning Community (FLC)

**Senior Advisor on Sustainability**, Dirt Pros EVS (environmental services company)

2007 **Member** of the International Society of Sustainability Professionals

**Co-chair** of the FAU Lab Schools – College of Education Research Committee

	<b>Member</b> of the Association for the Advancement of Sustainability in Higher Education (AASHE)
	<b>Member</b> of the Leadership Advisory Council of Palm Beach County Children's Services Council Mentor Center for the Spanish-speaking Community
2006	<p><b>Consultant</b> to Booker High School, Sarasota, FL: Survey of school climate and working conditions for school improvement</p> <p><b>Entrepreneurial Consultancy Project:</b> Member of a consulting team working with a marketing research company relocating to South Florida. In part fulfilment of the requirements of the MBA program, College of Business, FAU</p> <p><b>Consultant</b> to Deerfield Park Elementary School, Broward County Public Schools, Florida. Organizational Climate and Working Conditions: Building a Collaborative-Reflective Model for Effective Improvement</p>
2005	<b>Action Learning Doctoral Research:</b> From A to Byte: Decision-making points affecting the transition from a textbook-dependent system to a digital learning environment. Study commissioned by the Superintendent of the Broward County Public Schools District (Florida, U.S.A.)
2004	<b>Consultant</b> to the SEK International School, Guayaquil, Ecuador: Teacher training in multiple intelligences and team building for performance enhancement
2002 – 2003	<b>Principal strategic plan facilitator</b> for the reform of the National Baccalaureate in Ecuador (a joint project with the Ministry of Education, public, independent, and Catholic schools)
2001 - 2004	<p><b>Member</b> of the Regional Heads Representative Committee (RHRC) of the International Baccalaureate Organization in Latin America (IBLA)</p> <p><b>Founding member</b> and <b>national treasurer</b>, Corporación Ecuatoriana para el Mejoramiento de la Calidad de la Educación (CORPEDUCAR), Quito, Ecuador</p>
1996	<b>Founding member</b> , Latin American Heads Conference (LAHC) of schools of British Foundation

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### Scholarship/Research/Creative Activity

Hardman, J. (In press). Eye of the Needle: An Ontological Journey. Chapter in *Immigrant Faculty in the Academy: Narratives of Identity, Resilience, and Action*. Barat, M. & Rodriguez. M. (Eds.).

Hardman. J. (2017). *The Regenerative Leadership Handbook: A conscious, practical guide for creating purposeful, prosperous, resilient solutions to sustainability challenges in business, community, and education*. Kindle Edition. [ASIN: B072RQQPB9](#)

Hardman, J. (2017). Chapter: Educational Leadership and Environmental Justice in a Climate-Challenged World. Bogotch, I. (Ed). *International Handbook of Educational Leadership*. Springer.

Hardman, J, & Hardman, P. (2014). Traveling the U: Contemplative Practices for Consciousness Development for Corporate and Social Transformation. Chapter in *Perspectives on Theory U*:

*Insights from the Field* (Olen Gunnlaugson, Charles Baron and Mario Cayer, Editors). Université Laval, Quebec: IGI Global. Hardman, J. (2013).

Regenerative Leadership in Schools (2013). Presentation at the *Learn Green Conference*. Palm Beach County (November).

Hardman, J. (2011). *Leading for Regeneration: Going beyond sustainability in business, community, and education*. London: Routledge.

Shockley, R., Hardman, J., Watlington, E., & Kirsch, P. (2011). From Compliance to Engagement: Using a Transformational Model to Respond to NCATE Standard 4 – Diversity. *Educational Considerations*.

Hardman, J. (2010). Regenerative Leadership: An Integral Model for Transforming People and Organizations for Sustainability in Business, Education, and Community. *Integral Leadership Review*. (<http://www.integralleadershipreview.com/archives-2010/2010-10/2010-10-toc.php>).

Stevens, K., Van Epps, T., Agarwal, A., Hamza-Lup, G., & Hardman, J. (2009). *Infusing sustainability into engineering education*. Paper presented at the Engineering and Technological Innovation Conference (IMETI, Orlando, Florida, 2010)

Hardman, J. (2010). *The Florida Atlantic University Climate Action Plan*. Association for the Advancement of Sustainability in Higher Education (AASHE). Prepared in compliance with the American College and University Presidents' Climate Commitment (ACUPCC).

Hardman, J., Diamond, D., & Urdegar, S. (2006). Facilitating and Impeding Factors in the Implementation of Digital Learning Environments in a Large Urban Public School District. *American Educational Research Association* (AERA, Chicago, April 2007).

Hardman, J. (2006). Leadership and organizational culture shift in authoritarian societies. Presentation at the International Leadership Association (ILA). Chicago.

Hardman, J. (2006). Leadership, school climate and student achievement in the IB Diploma Programme: A case study. *IB Research Notes*, International Baccalaureate Research Unit, University of Bath, UK (October).

Hardman, J., Diamond, D., & Urdegar, S. (2005). Taking change to scale: Leadership and technology in a large urban district in South Florida. *International Congress for School Improvement and Effectiveness* (ICSEI, Jan 2006).

Hardman, J., Diamond, D., & Urdegar, S. (2005). Case study on the decision-making points affecting the transition from a textbook-dependent system to a digital learning environment. *Florida Educational Research Association* (FERA, Nov 2005).

Hardman, J. (2001). Improving Recruitment and Retention of Quality Overseas Teachers, in Shaw, M.L. & Blandford, S. (Eds.) *Managing International Schools*, London, UK: Routledge & Kegan Paul. Based on the Master's Thesis of the M.A. in International School Leadership and Management, Oxford Brookes University.

## Courses Taught at FAU

### College of Education

**Master's Level (School Leaders Program)**  
EDS 6100 Leadership 2: Theories and Assessment

EDS 6050 Instructional Leadership 1  
EDS 6052 Instructional Leadership 2  
EDA 6300 School Community Partnerships & Diversity  
EDA 6207 Managing School Operations  
EDA 6945 Summer School Internship  
EDA 6946 Spring School Internship  
EDA 6947 Fall School Internship

#### **Master's Level (Adult and Community Education - ACE)**

ADE 6695 Sustainability Leadership for ACE Entrepreneurs & Change Agents

#### **Teacher Leadership Certificate**

EDA 6508 Evaluation and Leadership Theory for Teacher Leaders

#### **Doctorate**

EDA 6415 Introduction to Qualitative Inquiry  
EDA 7416 Advanced Qualitative Inquiry  
EDA 7948 Advanced Leadership Externship

#### **Professional Development**

2018	Keynote (contracted). <i>Transitioning from Sustainability to Regeneration</i> . B2B IV <sup>th</sup> Annual Forum. Procomer, Govt. of Costa Rica. San Jose, Costa Rica. November 28.
2018	Keynote. <i>Bridging the Regenerative Organization Conference</i> . Alliance for Sustainable Colorado. January 16.
2017	Workshop. <i>Regenerative Leadership for Social Impact</i> . Four-day session at the Amani Institute, Sao Paulo, Brazil. May 4 – 7.
2016	Member of the professional development team for the FAU-New Generation Schools Partnership in Cairo, Egypt. PD provided: <i>Instructional Supervision</i> . April 10 – 20.
2015 – present	Bi-annual online course. <i>Regenerative Leadership for Sustainable Development</i> . Diploma in Social Innovation in the Executive Education Centre of the United Nations Mandated University for Peace (San Jose, Costa Rica – April & November)
2016	Presentation: <i>Educational Leadership for a Sustainable World</i> . Presented to Chinese school leaders and higher education leadership faculty. Hardman, J. & Chui, Q. (November 11)
2015	Presentation. <i>The Principal as Sustainability Champion</i> . Presentation at the Florida Association of School Administrators (FASA). Orlando, Florida (June).
2014	Panel Moderator. <i>District-wide Sustainability Leadership</i> . Panel Moderator. National Green Schools Network Conference. Sacramento, CA (March)
2012 & 2016	Certified in online course development and delivery, Center for eLearning (CEL), Florida Atlantic University

**Honors and Awards**

2018      Excellence in Teaching Award, Florida Atlantic University Northern Campuses  
              Promotion to Senior Instructor, Florida Atlantic University

2012      School Board of Broward County Public Schools' recognition for work as teacher trainer of Sustainability Champions in the Partnership between the District's middle school magnet programs and the College of Engineering at Florida Atlantic University

2010      College of Education Outstanding Dissertation of the Year

2008      Harry M. Harmes Doctoral Scholarship – Department of Educational Leadership

2007      College of Education Exemplary Service Award

2005      Dr. Daniel B. Newell and Aurel B. Newell - Doctoral Fellowship for Academic Excellence in Doctoral Studies - Florida Atlantic University

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