



## Learn

Explore ways to continue your learning

## Lead

Build leadership capacity for yourself, your team and your organization

## Collaborate

Find ways to engage strategically with like-minded others

## Community

Check out exciting local and global change initiatives

## Connect

Let's connect to discuss your leadership or learning journey

In October 2019 the ALIGN Leadership Bursary allowed Nicole van Kuppeveld, one of our thinking partners to attend a leadership conference in Boston entitled: Leading Across Boundaries for Systems Change. In gratitude for this learning opportunity, **Organizations by Design Inc.** would like to offer current member organizations of ALIGN an opportunity to book a workshop & facilitated discussion with your board, senior management team or organization at a discounted rate.



## **Managing in a World of Nonstop Change**

It has become a truism that the only constant is change. The impacts of a change in government, economic impacts in the oil & gas sector, changes in sector funding, and a global pandemic have us in a continuous, nonstop state of change. And our middle managers are most affected, in their 'sandwich roles' of supporting staff and responding to senior leaders. In this session we will address the stages of transition and change as an ongoing phenomenon.

## **A Framework for Personal Change**

In today's changing global economy -uncertainty and constant change- are an ongoing concern and an ever-present reality. Under these conditions we often feel insecure and we grasp for any source of stability and predictability. In the workplace in particular we yearn for a sense of direction. We often have high expectations for our leaders, but we need to hold the same expectations for ourselves.

## **Tools & Strategies to Build Resiliency**

Organizations today need to work faster, more collaboratively, and recognize that a good idea can come from anywhere. They need new ways of thinking and new ways of doing - and they need leaders who can embrace and help create the new normal. This session will focus on tools and strategies for building resiliency in your teams.

## **Finding Vitality As Organizations**

Building more learning-agile, strategic, and emotionally intelligent leadership is needed in an environment that is constantly changing. Learn how to create new paradigms to tackle uncertainty. We will explore the importance of learning together and the disciplines of the Learning Organization (Senge, 2006). In the current environment you can excel, grow and surpass your expectations- and may have fun in the process!

**Workshop Length & Costs:** The workshops are 90 minutes followed by a 30 minute facilitated discussion which will be customized to your organization e.g board, senior leadership or team. We will also host a 30 minute virtual chat with the organizer prior to the session. The cost of this package is \$650.00 + GST.

Virtual platforms are hosted by your organization. In person workshop costs for facilitator travel, facility rental, meals and accommodation will be the responsibility of the member organization.

**To book an initial consultation session** contact our office administrator Tracy via email at: [info@organizationsbydesign.ca](mailto:info@organizationsbydesign.ca) or by calling Nicole at 780.932.2874. To learn more about Organizations by Design visit our website at: [www.organizationsbydesign.ca](http://www.organizationsbydesign.ca)