

ORGANIZATIONAL DIAGNOSIS: BUILDING COMMITMENT TO INTENTIONAL CHANGE WORKSHOP

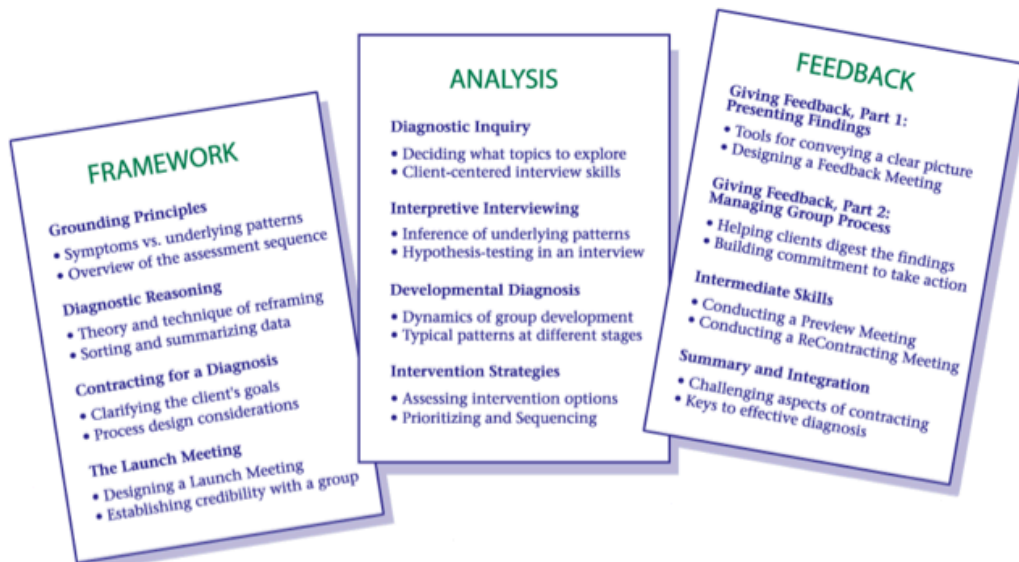


GROUPATWORK is bringing Sam Kaner to Halifax, October 15 - 18, for an advanced collaboration skills workshop for business and community leaders, professional consultants and facilitators who want to:

- Build collaborative partnerships with their teams (and across teams), community groups and organizations
- Engage employees and citizens in addressing tough organizational and community challenges
- Bring about real, long-term change

WORKSHOP OVERVIEW

Diagnosing the effectiveness of a group or organization should be seen as a major intervention, with the potential for deep and lasting impact. But executing this intervention successfully takes foresight, flexibility, good judgment and excellent partnership skills. These are the competencies you will strengthen by attending this workshop.



ABOUT SAM KANER

Sam Kaner, Ph.D. is regarded as one of North America's leading experts on consensus decision-making. He is the senior author of *Facilitator's Guide to Participatory Decision-Making*, and over the past 20 years he has been a featured speaker at the annual conferences of several professional associations including the International Association of Facilitators and the National Organization Development Network. His corporate clients have included Hewlett-Packard, PricewaterhouseCoopers, VISA International, Charles Schwab and Company, and many other Fortune 500 companies. His public sector clients have included the California Supreme Court, the March of Dimes, Special Olympics and many schools, community-based organizations and government agencies. Sam is the founder of the consulting firm *Community At Work*, and he has been its Executive Director since 1986.



WORKSHOP SYNOPSIS

The curriculum provides solid training in all the core skills - technical, conceptual, and interpersonal - of the 7-stage diagnostic process that has been used so successfully by *Community At Work* O.D. consultants for more than twenty years.

You will learn and practice numerous skills and tools including:

- Contracting for a diagnosis.
- Designing and facilitating a *Launch Meeting*.
- Diagnostic inquiry skills.
- Reframing techniques & other skills for diagnostic reasoning.
- Analysis of underlying patterns.
- Developmental diagnosis.
- Identifying leverage points for possible interventions.
- Validating aspirational goals.
- Differentiating transformation vs transition vs oscillation.
- Several visual aids for presenting your insights to the group.
- Designing and facilitating a *Preview Meeting*.
- Designing and facilitating a *Feedback Meeting*.
- Co-developing the follow-up intervention(s) at the *Re Contracting Meeting*.

TESTIMONIALS

"I've worked with a myriad of consultants during the past 16 years, and Sam Kaner's approach is vastly superior for bringing about lasting system change."

Kriss Deiglmeier

Executive Director, Center for Social Innovation, Stanford University

"I have been a CEO or executive director for more than 20 years and I have worked with countless facilitators and organization development consultants. For depth of impact and overall effectiveness, Sam Kaner and his colleagues are top-of-the-line."

Diane Flannery

Founding CEO, Juma Ventures

"I was immensely impressed with the handouts -- both content-wise and graphics-wise -- as well as with the careful organization of the course structure and the plans for each class."

Emily Doskow

Attorney At Law

"The models, the skills, the insights -- and the incredibly effective way it was all presented -- gave me the confidence to offer my services in the outside world. And it created jobs for me, and successes!"

Seth Shapiro

Director of Training, SEIU Local 535

REGISTRATION DETAILS

TUITION

- \$1595 + HST for non-members of International Association of Facilitators (IAF) Canada
- \$1095 + HST for members of International Association of Facilitators (IAF) Canada
- Discounted rate is available for employees of non-profit agencies, self-employed individuals or students

TO JOIN IAF:

- To take advantage of this special IAF Canada rate, you can join IAF by visiting <http://www.iaf-world.org/AboutIAF/JoinRenew.aspx>

WHAT YOU WILL RECEIVE

Sam has offered his Organizational Diagnosis Workshop all over the world and is excited to be offering it for the first in Halifax in June. This workshop combines frequent practice sessions with interesting and instructive case studies. Participants receive a 150-page workbook that is loaded with professional models, methods and tools. And with Sam Kaner as your teacher, you will gain many expert-level insights in the art of building long-term organizational and community engagement.

TIME

- Our workshop will run from 9am until 5pm each day from October 15 – 18, 2013.
- Coffee, tea and refreshments will be available at mid-morning and mid-afternoon break.

LOCATION

- Halifax, Nova Scotia
- Please email Alison at alisonmceachern@eastlink.ca for a list of lovely, convenient, nearby hotels

CANCELLATION POLICY

If you cancel 20 or more days in advance of the workshop, we will give you a full refund. If you cancel 11 – 19 days before the workshop you will be refunded 50% of your payment. If you cancel with less than 10 days notice you will not receive a refund but will be able to apply your payment toward a future workshop within one year from the date you cancel. Alternatively, you may also transfer your registration to another participant.

CONTACT AND REGISTRATION

If you have any questions or would like to discuss the workshop in more detail, please feel free to contact us:

WEBSITE: WWW.GROUPATWORK.ORG
PHONE: 902-293-6688 (8:30 – 4:30 Atlantic Standard Time)
EMAIL: alisonmceachern@eastlink.ca

We look forward to meeting with you in October!

Sincerely,

Alison McEachern

Alison McEachern & Associates Consulting Inc
GROUPATWORK