Nicole Van Kuppeveld, MBA

In my work as an organizational development consultant, I share my learning, inspire people to see the capacity within themselves, and provide ways for them to create an environment of continued growth and learning. Growth in themselves, their teams, their organizations, and in their communities. Visit: www.organizationsbydesign.ca.

Rachel Foster, MN CMC CEC

As leaders, I believe it is crucial to understand and appreciate how we influence systems, and how we can gather information and feedback from the various stakeholders. As a systems thinker, and as a coach working with leaders and their teams from that perspective, I support organizations and businesses to shift their way of being, and doing, to navigate the world differently. Visit: www.rachelfoster.com

NEW 2021 Offering

Systems Leadership Series

Cost: $799 + GST

Delivery Method: Online/ 3hrs Bi-Weekly

Platform: ZOOM

Day/time: Tuesdays 9AM- 12PM MST

Dates: March 9 - June 29

Funding options include:

ALIGN Members

If your agency is an ALIGN member you may be eligible for funding via the Leadership Bursary (deadline March 31)

ALIGN LEADERSHIP BURSARY | ALIGN Association of Community Services (alignab.ca)

Canada Job Grants

Eligible employers are required to contribute a minimum of one-third of the total training costs for existing employees. Government contributes two-thirds of the cost to a maximum of $10,000 per trainee per fiscal year.

Canada-Alberta Job Grant | Alberta.ca

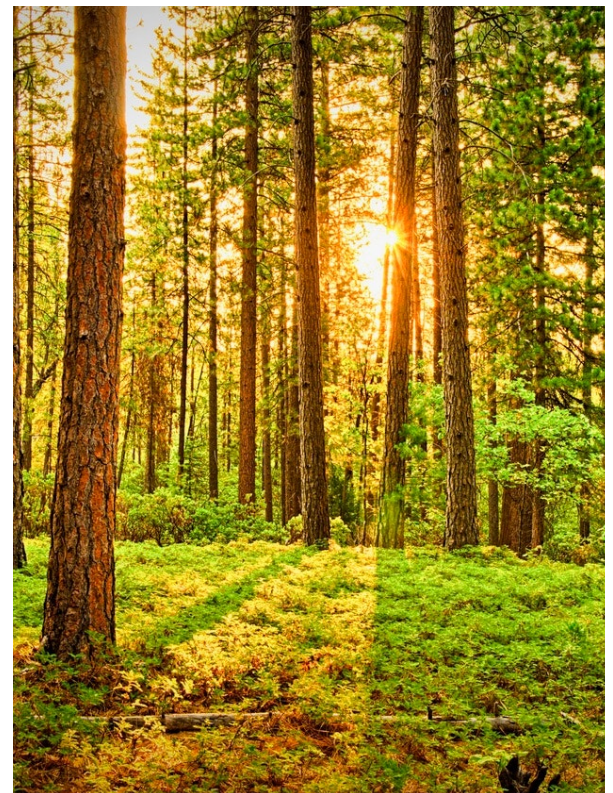## Payment Options

Registration Deadline: March 2, 2021

E-transfer: nicole@organizationsbydesign.ca

Cheque: Mail to: Organizations by Design Inc. Cheque must must be received by March 2nd

205 Groveland Place
Sherwood Park, AB T8A 3G3

Join a growing learning community of organizations and individuals who are exploring, and practicing, leadership from a systems perspective.

![Organizations By Design Inc. logo]

NEW 2021 Offering

Systems Leadership Series

Systems Leadership is a set of skills and capacities that any individual or organization can use to catalyze, enable, and support the process of systems-level change. It is comprised of three interconnected elements:

The Individual: The skills of collaborative leadership to enable learning, trust-building and empowered action among stakeholders who share a common goal.

The Coalition: The tactics of coalition building and advocacy to develop alignment and mobilize action among stakeholders in the system, both within and between organizations.

The System: An understanding of the complex systems shaping the challenge to be addressed.

SESSION 1 - Foundational

Using the Personal Dimensions Assessment is one way to understand your personality preferences and your engagement with others in your leadership role.

SESSION 2 - What is a System?

We define systems, and systems thinking while exploring the systems you use in your role as a leader. We review ways you can personally integrate this discipline into your leadership approach.

SESSION 3 - The Being & Doing of Leadership

We explore the habits and characteristics of systems leaders. We look at how systems leaders need to be, and what they need to do. We complete an inventory of your strengths and challenges will assist you in identifying the gaps- and for developing an action plan.
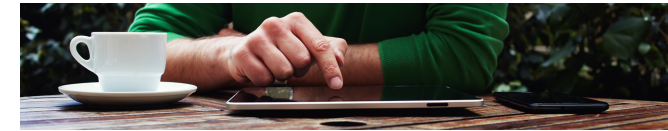
SESSION 4 - Change your mind. Change your result!

In this Session we introduce concepts and tools systems leaders use, including lenses that allow systems leaders to apply systems thinking into their day their work.

SESSION 5 - Creating a Systems Leadership Vision

We will explore tools to create a personal vision. You will build capacity as a systems leader so you can connect your personal vision with the organization. You will create engagement, increase productivity, and inspiration in your workplace.

SESSION 6 - Building Relationships

The focus of this session is on building relationships and your coaching capacity. We will explore coaching philosophy, approach and tools that align with a systems leader's way of being and doing.

SESSION 7 - Managing Change

Here we explore change within the system leaders realm. We will review some change frameworks, apply them to a current change initiative, and ways to lead in a non-stop continuous environment of change.

SESSION 8 - Creating a Learning Team

In Session 8 we share strategies and tools to foster your team's ability to learn together. You will know how to apply the qualities of a learning team, and develop the skills required to build learning capacity in your team.

SESSION 9 - Looking Back: Moving Forward

In this final session we wrap up by reviewing how systems leaders showcase their learning and the shifts in practice that have made a significant difference in their own personal, team, organization, and community leadership.

Change the way you think.
Change your results.