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Did you know?

You can share events, opportunities and postings with our members and friends online. Simply join the BC Organization Development Network Group on LinkedIn to access the group page then click on the promotions tab to share with members. And, it's free!

For members of the British Columbia Organizational Development Network

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> BOARD UPDATE

By Teresa Comey, BCODN President

As I write this update we are only days away from hosting Dr. David Rock, author and thought leader in the study of neuroscience, leadership, coaching and organizational change. Dr. Rock will be joining us at the Pan Pacific on May 5th to speak about Neuroscience and Organizational Change. We are expecting almost 200 people to attend this event. This is a large undertaking for the BCODN and I would like to thank the board and a host of other BCODN volunteers for their hard work in bringing this even to fruition. We are excited to invite everyone to join us for the evening.

I would like to thank Royal Roads University, Centre for Applied Leadership and Management for sponsoring the venue for the Dr. Rock event. Due to their sponsorship we are able to keep the registration costs reasonable.

The BCODN Board of Directors continues to work in the background to serve our membership through Professional Development programs, dialogue, mentoring and community projects. We have launched the Communities of Practice pilot, which kicked off its first of six scheduled meetings on April 25th at the Roundhouse Community centre. This is member initiated and member run, bringing a group of OD professionals together to explore topics that are of interest to the group. Check out the Events section on the BCODN website for more information.

This month the board has put together a committee to continue to explore and develop the mentor program for UBC Sauder School of Business students. We hope to have the program launched by the fall of 2010. We will keep you informed as we confirm the process and requirements of the program. BCODN also mentors new OD practitioners through our BCO community projects. In this program we pair up emerging OD consultants with senior consultants who mentor a real OD project for a qualifying organization. To learn more about BCO, to volunteer for a project or to recommend a project, check out the BCO section on our [website](#).

It is board election time! BCODN board positions typically run for a two year term, commencing after the AGM in June. Executive positions (President, Vice President, Secretary and Treasurer) must be elected each year by the membership. Therefore my one year term as President is coming to close on June 9th at our AGM. I plan to run again for one more term as President, so that I can continue with the work that was started this past year. The role of Secretary will be vacated by Danny Enright, who has decided to wind down many of his extracurricular commitments.

If you are interested in running for the BCODN Board of Directors, we would welcome your application for nomination. While we are in need of many skills, specifically we need to fill the roles of Secretary, Vice President and someone with the IT skills to maintain the BCODN website. We will be holding our AGM on June 9th, 2011 and nominations for Board of Directors close one week prior to the meeting, on June 2nd, 2011. If you are interested to learn more about becoming a board member please feel free to speak with me or any of our current board members.

The BCODN CoP group is open to all BCODN members. We meet the last Monday of the month from 5:30pm to 7:30pm at the Roundhouse Community Centre in Yaletown. Come join us!

Interested in hosting an upcoming CoP meeting? Contact Bettina at betttinaboyle@shaw.ca

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> BUILDING COMMUNITY ORGANIZATIONS COMMITTEE UPDATE

By Patti Gilbertson, BCODN BCO Committee Chair

Opportunities available!

Our late Spring projects are about to launch, with great 'hands on' teamwork learning opportunities for consultants. Are you interested in using a few hours per week being part of a mentored team - applying OD principles, tools, strategies and techniques to real work experiences?

Apply to join our Fall season teams, or jump in right now - we have **one team consultant opportunity available** to a BCODN member who is ready to get started!

Have a look at BCO Program details on the BCODN [website](#).

If you have any questions for the BCO, we'd love to talk! Email us at bco@bcodn.org.

> COMMUNITY OF PRACTICE: LANDING AN OPPORTUNITY

By Larry Birkhead, BCODN Member since 2006

To risk overstating the obvious, we choose to work in the world of organization development to deliver results we believe are useful to the recipient of our services and rewarding for us to deliver. Sooner rather than later, however, it dawns that in order for that to occur, we have to persuade someone to part with resources, mostly in the form of dollars, in exchange for what we provide. In short we have to "sell".

We see success only by passing through this portal and we often find this conversation difficult, or at least uncomfortable.

Let's have a conversation about this conversation. How can we frame the dialogue so that both parties get what they want? What can we do that removes the traditional stigma of "sales" and creates mutually valuable results, even if no further steps are taken?

Our intention is that participants will:

- Feel less anxiety and a higher degree of comfort in the business acquisition process by sharing the struggle many of us have
- Take away a couple new strategies for holding business acquisition conversations

Monday, May 30, 5:30 – 7:30 pm, at the Roundhouse, the BCODN Community of Practice will begin to unbundle this conversation. Larry Birkhead & Lynn Thorsell will moderate.

Click [here](#) to register.

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Are you a long-time member of BCODN?

Tell us your 'little known facts' so that we can preserve and honour the rich history of the BCODN. Email info@bcodn.org.

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> MEMBER PROFILE

By Nathalia Theyer-Mccomb, BCODN Member since 2011

Who are you?

I am a wife, lifelong student, world traveller and four footed fur mom. I am also an Organizational Development Specialist, with 14 years leadership experience in the high tech, travel and financial industries. A career shift allowed me to re evaluate and clarify what I really value, bringing me to the world of Organizational Development and helping the people side of business. My areas of specialty include coaching and developing leaders, team building and change management.

Why do you belong to BCODN?

I love learning and developing and know that there is tremendous depth and skill in the BC ODN community. I am excited to be with likeminded people. I feel like I've found my 'tribe'.

What are you proudest of in your OD work?

The dance between the speed of business and the speed of the individual is fascinating. For me, OD is about marrying the two and helping build a relationship in which both benefit. I feel rewarded when I can affect both and see the two come together in harmony. That's why I particularly enjoy change management. It's all about helping and supporting people adjust to and adopt change as closely to the speed of the business as possible.

How do you use this skill to build the OD community?

I am excited to share my experiences and knowledge with others. I hope to bring value to the OD community by practicing OD and change management through a leadership lens and in turn learn from other's deep and varied backgrounds.

What's your favourite quote and why?

"Destiny is not a matter of chance, it is a matter of choice; it is not a thing to be waited for, it is a thing to be achieved." William Jennings Bryan

We all have tremendous power to effect and shape our realities. It is so easy to forget that we have and need to own the power to choose and shape our lives. This quote helps me to pick myself up when I feel like a random bobbing cork being tossed around in the ocean. It reminds me to stretch out my arms, kick my legs and keep swimming for shore!

> THESE MINUTES HAVE 22 HOURS...(to be distributed)

By Danny Enright, BCODN Secretary

Editor's note:

In the spirit of engaging dialogue, we thought we'd engage you – as BCODN members – in the behind-the-scenes workings of the BCODN volunteer board of directors. This piece was written by our outgoing Secretary – Danny Enright – who we thank for his two years of contribution to the role of BCODN Secretary! Here's Danny's perspective on that role:

When I joined BCODN two years ago, I was a novice to the field of Organizational Development; I didn't feel I had a lot to contribute, but wanted to learn a lot. The Secretary of the Board is the perfect executive position if you want to be connected and learn.

As Secretary, I was the fly on the wall (with a very tiny computer in his lap) who would listen to discussions and decisions, and record a very concise rendition of what happened, using a handy template created a few years ago. I had to discern important pertinent details to capture the essence of the discussion, and also make sure motions and votes were recorded correctly.

Working with two different boards since 2009 has been rewarding. The previous board in 2009-2010 worked hard to create a solid foundation upon which to keep BCODN relevant and growing. On the second board in 2010-2011, we had almost twice as many members, which meant we could each do a "little less", but collectively create a lot more value for the membership.

The latest board met in June 2010 to divvy up responsibilities equitably, and to set big picture goals. They have continued the process of building for a great future, while actively improving the quality of member events. I've witnessed solid OD happening in the actions of all the board members as they work behind the scenes to promote OD to our membership and beyond.

The BCODN board is an invigorating, progressive, proactive and collegial group to volunteer with. It is many wonderful things happening in my life with family and career that means I have to focus my energies elsewhere, but I know the Secretary position will be a perfect fit for somebody wishing to learn and contribute to success of OD in Vancouver. I look forward to providing the tools for the next Secretary to prosper in the role.

Do you know someone (maybe yourself!) who is interested in running for a Board role at the June 9th AGM?

To round out the skills on the current board, we're looking for someone passionate and knowledgeable on the 'technology' side. Do you know about websites? Sharing files in the clouds? Do you 'get' on-line registration processes? No tech background, but want to find out more about board roles? In either situation, contact info@bcodn.org

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> BLOGGING WITH DR. DAVID ROCK ABOUT YOUR BRAIN AT WORK

By Jody Béke, BCODN Member since 2011

Have you ever been wakened in the dead of night in a pitch black room? I have recently, and, as a result my brain moved out of neutral into what David Rock calls 'direct experience.' Stumbling around to find my glasses and to turn on a light, I became more aware of sensory input in feeling for the nightstand and I took in more accurate and immediate information. Ouch! I stubbed my toe on the dresser.

Dr. David Rock explores direct experience in his blog, where he postulates that we become "less imprisoned by our past, our habits, expectations or assumptions and more able to respond to events as they unfold." Dr. Rock is a thought leader in the human-performance coaching field. Founder of the NeuroLeadership Institute and Summit he coined the term 'neuroleadership, the summit aims to build leadership experts and science for leadership development.

While there is a wealth of information on leadership, Dr. Rock has found a niche worth exploring. By bringing together neuroscience and leadership, he aims to help others become more effective with understanding change, leadership development and organizational effectiveness. Because brain science can be based on tests with neurological responses, Rock's form of study moves leadership from observational to quantifiable impacts.

Dr. Rock is an academic who writes in a simple, understandable way. He supports his writing with facts, figures and additional research such as links to other blogs, research and abstracts. As a result, the reader is able to capture the simple concept or dive deep into the learning. I found it to be a refreshing blog with evidence that supports his thoughts yet he writes for general consumption. His approach also enables readers to identify other thought leaders on related topics.

Topics Rock blogs about include: gaps in understanding leadership, aha moments, brain learning and mindfulness meditation, commonness of being in autopilot mode, social rewards and threats deeply important to the brain, testing leaders for competence, building breaking systems for emotions, and the narrative network. My opinion? It is a blog worth following!

Visit Dr. Rock's blog here: <http://www.psychologytoday.com/blog/your-brain-work>

Jody Béke is a recent addition to the Tekara community, focusing on leadership development. She brings a coaching style and skill to all of her work, from strategic planning to organization design to leadership development, team development and succession planning.

Tekara Organizational Effectiveness Inc. is a Vancouver-based organizational effectiveness consulting, leadership development, and coaching firm. For 15 years Tekara has assisted organizations in a wide spectrum of industries to achieve extraordinary performance and business results at the individual, team and organizational level.

At Tekara, we are committed to building an organization's internal capacity to sustain success through our skill in supporting individuals and teams to engage in powerful conversations and produce excellent bottom-line results. For more information go to their website at www.tekara.com.

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> EVENT REVIEW

By Chloé Gendron BCODN Member since 2010

On April 12th, I attended the cracker-barrel style evening of learning and collaboration between the **BCODN** and the **Vancouver Chapter of ISPI**. The event promised presentation samples from various experts on performance improvement and organizational development.

Since my colleague [Mike Verhey](#) was in town from Toronto all week to facilitate our Learning Paths program at **IAP**, I asked him to join me on the fun. Neither of us knew what to expect from the format of seven presentations rotating every 25 minutes. We were further intrigued, with topics ranging from *how the brain responds to change* to *how to use pictures for strategic planning* - and best of all - there would be new faces and food!

Chloé: So, Mike, what were your impressions of the *Cracker Barrel* evening? Was it how you imagined it would be?

Mike: I liked it. I thought “Cracker Barrel” was an engaging metaphor and framed the event nicely. I found the event to be professional, structured and friendly. It was more relaxed and congenial than I expected with the two groups (ODN/ISPS) meeting for the first time.

Chloé: What did you like best about it?

Mike: The physical venue and format was pleasant. The room was open and well lit. It seemed to encourage informal discussion with structure nicely. I also thought the timing was well managed (with 10 minutes in between to mingle and select your next table). I most liked the speakers that I saw. They were knowledgeable and their message was focussed (supported in part by the managed format). The presentations were informative, interactive capsules and I enjoyed that aspect.

Chloé: Were you able to apply any of the learnings/concepts/tips?

Mike: I found the ideas presented interesting and useful. I was familiar with some of the elements of the presentations that I saw. I enjoyed the new information in presenters’ focus and context, such as [McCutcheon’s](#) insights around [Mortlock’s](#) model to boost employee engagement.

Chloé: Did you meet anyone interesting?

Mike: Yes! I met up with a former associate from Ontario. We hadn’t seen each other for more than 20 years. I spoke with most of the presenters and chatted with many others at the meeting. I exchanged cards with 11 people.

Chloé: What would have made the event better for you?

Mike: I don’t know. (Perhaps, better time and distance estimates from the Hotel I was staying at. Their 10 minute walk took me almost 25 minutes. lol)

Chloé: That’s a Vancouver thing, Mike; they probably thought you were going *cycle* there. At least you didn’t need an umbrella - it was a perfect evening.

UPCOMING PROFESSIONAL DEVELOPMENT SESSIONS:

BCODN Annual General Meeting

For BCODN members only. We will update on BCODN activities and achievements from the past year, consider nominations for board members, and hold elections for the 2011-2012 BCODN Board.

Date & Time: Thursday June 9th, 2011 6 pm – 6:45 pm

Location: BCIT, Downtown Campus, Room 483 - 555 Seymour Street, Vancouver, BC

Click [here](#) to register for the AGM & Workshop (see below for details).

The Differentiated Leader and Use of Self

Open registration.

Date & Time: Thursday, June 9th, 2011 7:15 – 8:45 pm, immediately following the AGM

Earon Kavanagh, Scholar-in-Residence: NTL Institute Journal “Practicing Social Change”, will lead a workshop based upon Edwin Friedman’s theory of the differentiated leader. This workshop will explore the role of the leader and the emotional process of self-regulation. Come explore a systems approach to where the leader begins and others begin. Learn how to stay connected yet differentiated. To view the very entertaining video *Friedman’s Theory of Differentiated Leadership Made Simple* click [here](#).

Click [here](#) to register for the Workshop only.

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> FEATURED BLOG: REBECCA MORADOGLI

By Shauna Grinke, BCODN Newsletter Editor

Spirituality, Humanity, Enlightenment, Responsibility and Opportunity; individually they represent impressive core principles. Together they are the all inclusive leadership principles called SHERO.



Rebecca is the Author of the Book *From Sheep to SHERO; Transforming the Face of Tribal BS*. From Armenian Ancestry and having lived in Germany, Iran, England and Canada, she is attuned to multicultural and tribal belief systems or as she puts it, BS.

Rebecca is passionate about people of all cultural backgrounds and bringing people together. She has created the all inclusive leadership methodology she calls SHERO. **SHERO** is an interdependent global leadership acronym that is all inclusive of nations, cultures, races, religions, genders and ages. SHERO is about YOU! Spirituality - we realize we are interdependent in this world. "Us versus them" doesn't work. **Humanity** - life is about WE not just me. **Enlightenment** - we constantly need to learn and evolve beyond our self imposed limitations. **Responsibility** - we are in charge of making choices for ourselves and are thus empowered. **Opportunity** - realizing there is no such thing as failure; there is learning and growth in every situation.

Rebecca blogs to reach out to the global community because she truly believes in interdependent thinking; that win-win is a MUST not a luxury. In her blog, she speaks to questions such as, "Are you where you want to be in your life?", "Are you busy reacting versus designing a life that you have shaped?", "Are you tired of global fear, mistrust and 'us versus them' dogma?", "Are you tired of feeling hopeless and thinking that you can't make a difference in your life or the lives of others?" By blogging, Rebecca tries to get people to think beyond self-imposed limitations and questioning 'BS' that may be holding them back. Whether it's Relationship BS, Cultural BS or Business BS this concept resonates with people of all walks of life. Rebecca blogs to offer an alternative point of view: to enable others to bridge the gap between where they are and where they want to be. She introduces building blocks for creating a blueprint for a constructive life that gives hope, inspiration and meaning. **SHERO** and the concepts behind it are intended to improve the quality of life by unlocking potential, and to have a rippling positive effect within families, communities, and countries. Now that's a win-win.

Visit Rebecca's blog by clicking <http://blog.iamshero.com/>

Contact Rebecca via email at rebecca@iamshero.com, visit her website at www.iamshero.com or call her directly 778-999-0778.

You can also follow SHERO on [Twitter](#), [Facebook](#) and [Youtube](#) by way of: iamshero

Rebecca is the owner of SHERO Enterprises Inc, a consulting and coaching company specializing in partnering with clients from all walks of life. Clients who engage in a coaching relationship experience fresh perspectives on challenges and opportunities, enhance thinking and decision making skills, and improved interpersonal effectiveness. SHERO coaching focuses on unlocking personal potential.

We hope you enjoyed reading the May edition of your newsletter!

See you on Thursday, May 5 when Dr. David Rock leads us through an exciting session titled
The Neuroscience of Organizational Change.