



2017 FOCUS Accreditation Learning Event

“Growing with Accreditation”

May 9, 2017 8:30 am -3:30 pm

**Best Western Plus Lamplighter Inn
London, Ontario**

\$224.10 + HST/person

(includes the 10% discount for FOCUS registered organizations)

\$249.00 + HST/person (non-registered organizations)

Cost includes: 3 dynamic learning sessions, continental breakfast, lunch, morning & afternoon refreshments/snacks, networking opportunities, and invaluable opportunities to grow your organization and yourself!

**Bring your own nametag and have your name entered for a
FREE Registration for the 2018 FOCUS Learning Event**

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Agenda

8:00 am – 8:30 am	Registration & Continental Breakfast
8:30 am – 8:45 am	FOCUS Accreditation Welcome Cheryl Whiteman, Executive Director Sheila Simpson, Board Chair
8:45 am – 9:45 am	The 5 Essential Elements to Unleash Your Team's Potential Sylvia Plester-Silk
9:45 am – 10:00 am	Break/Networking
10:00 am – 12:00 pm	BIG IDEAS about Governance and Leadership Tom Little & Nancy Collins Mouldsdaie
12:00 pm – 1:00 pm	Lunch/Networking/Book Sales
1:00 pm – 3:00 pm	Changing Patterns in Leadership & Organizational Change in the Social Sector—Exploring What Comes Next Marilyn Struthers
3:00 pm 3:30 pm	Thank you & Wrap-up FOCUS Team *Free Registration Draw, Swag Bags, and more*

The 5 Essential Elements to Unleash Your Team's Potential

8:45 am – 9:45 am

If you want to improve your results, exploring your team dynamics is a powerful way to start. These often misunderstood and hidden undercurrents can significantly sabotage your efforts to drive your organization forward. Understanding what you, as a leader can do to improve these dynamics, will equip you to improve team functioning, team results and ultimately, and your bottom line.

In this engaging keynote, Sylvia helps leaders expose the 5 key Elements that influence team interactions. Using real life stories, she demonstrates the pitfalls and benefits of team dynamics at work.

Participants will:

- Learn the 5 key elements that unleash team potential
- Understand the symptoms vs. cause of poor productivity
- Come away with a starting point to make the needed shifts in their organization

If you want more effective and engaged employees, the 5 C's can get you there!

Sylvia Plester-Silk, an Executive Coach and Consultant at On Purpose Consulting, works with organizations to instill clarity for results. She has worked with Chambers of Commerce, not-for-profits, environmental firms, flight schools, municipalities and the health care sector. Being highly aware of human dynamics and how this impacts business, she is a catalyst for significant improvements that lead to success.

She helps her clients shift from challenges to meaningful solutions through deeper understanding of overt and covert company dynamics. Her ability to create collaborative solutions for complex challenges keeps her in high demand.

With over 22 years of experience working in depth with individuals and groups, Sylvia has learned firsthand what motivates people and the importance of clear communication.

Sylvia is the author of *Unleashing Team Potential: Lessons for Managers from My Canine Friends*. She is a sought-after speaker for her expertise in human dynamics. She is a graduate of the Improvisation Program at Second City, Toronto and holds a Bachelor's Degree in Social Work.



BIG IDEAS about Governance and Leadership

10:00 am -12:00 pm

Tom Little admires people who volunteer on non-profit Boards. At the same time he knows that the job is complicated and challenging, and few come to the role with training and experience. Tom will call on his experience working with Boards across Ontario to bring clarity to this critical role and how to fulfill it. Included in his interactive session will be reflections on meeting FOCUS' DOMAIN #5 - GOVERNANCE & LEADERSHIP with a sprinkling of other Domains so to address topics such as risk management, and fiscal management. This session will speak to ED's, Board Members, Peer Validators for onsite validations, and for those people in your organization who are responsible for meeting the Governance and Leadership FOCUS standards. Come with a list of Board challenges and questions and be ready to ask about them.

Tom Little is the author of Tom Little's BIG Ideas for Non-Profit Boards and Tom Little's BIG Ideas Newsletter. He is also the President of CMCS Consulting Services. CMCS provides strategic and operational planning assistance. It offers training for Boards and Executive Directors. CMCS facilitates Board and management retreats, advises on organizational structures and undertakes special research and evaluation projects. Since 2012 CMCS has helped 22 community organizations create strategic plans.



Nancy Collins Mouldsdaile has worked in the non-profit field for 20 years. Nancy earned a Bachelor of Arts from Wilfrid Laurier University then worked in the private sector. Joining Tom at the Centre for Management of Community Services in 1995, Nancy's initial work focused on research, newsletter publications and developing resources that enhanced services provided by local non-profit organizations. Since forming CMCS Consulting Services with Tom in 2001, Nancy's priorities have been strategic and operational planning, Board training and creating custom resources.



Be not afraid of growing slowly,
be afraid only of standing still.

Changing Patterns in Leadership & Organizational Change in the Social Sector - Exploring What Comes Next 1:00 pm - 3:00 pm

Taking a hawk's eye view of the Canadian social sector can help us to see out over the rapidly changing landscape to locate the strategies and practices that will keep our organizations serving the people we care about. Where stability was once a goal, now resilience - the ability to shift practice, find and take opportunity, and work with others all while staying laser focused on mission - describes some of the hallmarks of successful organizations. This workshop includes a "theory burst" illustrating some of the changing patterns seen from the 10,000 foot level to set up a rich facilitated conversation exploring what participants see changing on the ground and the emerging capacities and practices people are developing to respond.

Marilyn Struthers is the principle of M. Struthers & Co. where her work includes project development and organizational change coaching for leaders, as well as consulting on organizational development and strategic initiatives that support sustainability in social sector organizations. She has worked in the non-profit sector for more than forty years, engaged in fields as varied as women's safety, Children's mental health, the arts, First Nations' Issues and innovation. Her work has spanned community organizing, organization building, and participatory approaches to learning, governance, program and leadership. She was the Inaugural John C. Eaton Chair in Social Innovation and Entrepreneurship at Ryerson University. Before joining the University she spent 14 years as a funder with the Ontario Trillium Foundation where she held a \$4M/year portfolio making provincial investments in social change and community service organizations to build the social sector's capacity to innovate. Using the "landscape view" her work has afforded, Marilyn is also a researcher, writer and speaker.



Registration

Register online at <https://growingwithaccreditation.eventbrite.ca>
or forward your registration to angela@focusaccreditation.org

Payment is due within 30 days of registering if calling or emailing. If registering within 30 days of the Learning Event, payment is due immediately. Cancellations for any reason are not eligible for a refund. If you wish, you may transfer your registration to someone else from your organization. This must be done by email to admin@focusaccreditation.org at least two business days prior to the Learning Event.

Please note: This is not a scent or nut free event.

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FOCUS Accreditation

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Cut off date for room block April 3, 2017