

OSR 2011 Conference

Workshop Title and Presenter Bio's

***The Dance of Relationship: Understanding Transformative Leadership in Unsustainable Times.***

**Samuel Watson-Alvan** is an artist whose medium is people; a facilitator and intercessor of transformational and healing experiences. A product of western and indigenous formation, Sam brings different ways of knowing into relationship with the western world and to his work supporting others in personal or professional transformative journeys. Sam is a Partner in The Institute for Transformation and Renewal, Principal of Telos Consulting, and a State Government Program Director.

**Jenelle Strine** is a gifted multi-sensorial facilitator of healing. She is a professional Lifestyle and Wellness Coach, whose practice includes health, fitness, nutrition, the body-mind-spirit connection, healing with energy and body work, fitness, and spiritual orientation. Jenelle is a transformational teacher in matters of health and vitality, a certified nutritional therapist, personal trainer, and licensed massage practitioner. Jenelle is a Partner in The Institute for Transformation and Renewal, and Principal of Vibrant Horizons in Seattle.

***Achieving Balance through Workforce Sustainability***

***Cathy Raymond***

Cathy directed the City of Olympia human resources policies and programs. She was a strategic partner with City management and staff advising on a wide range of issues that impact the organization's culture, work environment, staffing, and performance. Of particular interest was her leadership role in cultural change initiatives such as Trust Based Leadership, employee health and wellness, workforce sustainability, confidence building and leadership development programs. As part of Trust Based Leadership, she developed a series of seminars in human resources practices to include Bringing Out the Best in Yourself and Others, When Enough is Enough, The Perfect Job and A Labor of Love. Cathy is a skilled mediator, facilitator and trainer with certification in use of AchieveGlobal, PQ Systems materials, the Interact Personal Strengths Profile and the Team Trust Survey. Cathy is awaiting the publishing of her first book: *Reclaiming the Soul of Human Resources*, expected in the fall of 2011. Cathy holds a BA degree in Art, served the City of Olympia for 16 years and has over 35 years work experience in personnel management in the public, private and non-profit sectors. She is recognized for her innovative approach to human resources and is the 2006 recipient of the Award of Excellence presented by the National Public Employer Labor Relations Association.

### **Self-Organizing Groups: Sustaining Ourselves, Deeping Dialogues, Transforming Our World**

**Doug Nathan**, uses a whole-systems approach to help people lead through change. As Managing Partner of *conflictatters*, he designs interventions that address unique employee, management, and leadership development needs for non-profit, State, Federal and corporate clients. Fields of inquiry that influence his work include self-organizing groups, systems thinking, creativity and innovation, conflict resolution, negotiation and communication theory.

**Lori Kane** is a self-organizing groups researcher at Collective Self who has spent 14,000 hours studying these groups. She blogs weekly at [www.collectiveself.com](http://www.collectiveself.com), speaks about these groups to anyone who will listen, and works with others drawn to what the groups demonstrate about us as living beings. She's also a Microsoft alumna who holds advanced degrees in Adult Education & Training and Educational Leadership from Seattle University.

### **Modeling Sustainable Change**

**Chris Abbey** currently works at the University of Washington IT organization and is busy with organizational bench marking, creation of a scorecard for managing strategy, and developing of a holistic strategy for implementation of ITIL processes within UW-IT. With over 20 years' experience as an internal IT consultant in large IT departments, Chris specializes in organizational change management on adaptive change projects, process improvement especially in IT using Lean and ITIL, high performance teaming, and group facilitation. Chris' passion and expertise lies in creating an environment of trust where subject matter experts can quickly come to consensus around issues and strategies involving new ways of thinking and relating. Then he assists in converting these strategies into plans for change and has the experience to manage these complex initiatives to completion. Chris possesses expertise in large adaptive change management, ITIL strategies and implementation, and Lean Process Improvement in the office environment. Chris has a BS in Computer Science Engineering from Montana State University and a MS in Whole Systems Design OSR program from Antioch of Seattle. Chris also is a personal and life purpose coach.

### **Leading Sustainably: The Competitive Advantage of Alignment**

For 20+ years **Brian Mason** has been supporting leaders and organizations manage change and increase their bottom-line by aligning organization goals with the human side of their business. He has extensive experience in financial services, telecommunications, oil & gas, non-profit, high tech, and government sectors. Brian works with leaders, leadership teams, and organizations to develop alignment of purpose, emotional intelligence, and constructive conflict competence. The demonstrable effect has been stronger leadership capabilities and more productive positive workplaces. He has worked with sales, information technology, engineering, operations, human resources, public affairs and supply chain business units. As a Senior Consultant during the GTE Telephone and Bell Atlantic merger that formed Verizon, Brian supported senior executives with leadership development and large scale culture change initiatives that lead to the accelerated integration of this industry leading Fortune 10 company. Brian has a BS in Applied Behavioral Sciences from Bastyr University, MA from Antioch University in Whole Systems Design, is a Certified Integral Coach and has completed numerous certificate, diploma, and leadership programs.

**Ric Oslin** is an experienced Organizational Development Consultant and Executive Coach who specializes in helping leaders clearly define and articulate their organization's value proposition; then align their organization's culture and leadership practices. Ric's work reflects his belief that there is no one right way to lead, nor is there only one way to design an organization. Leaders are successful because they know why their customers come to them and then build their organizations in ways that support the kind of relationship their customers expect. Ric has served as an internal and external consultant and coach in the non-profit, public and private sectors. His clients have ranged in size and mission from Time-Warner and the Puget Sound Clean Air Agency to American Express, the United Way and WaMu/JP Morgan Chase. Ric holds Bachelors' degrees in Business and English from the University of Puget Sound, a Masters degree in Literature from the University of Chicago, and a Masters degree in Organizational Development from Pepperdine University. He is also certified in Organizational Design, receiving his credentials from USC's Marshall School of Business.

### **Sustaining Leadership Through Presence, Engagement and Conversation**

**Rose Yu** brings an integrative approach to consulting and leadership coaching. Research shows that to create meaningful and lasting change, leaders must speak to the analytical mind, address the emotional body and lay out the path ahead. Too often leaders rely exclusively on the rational PowerPoint deck without adequate preparation for the emotional "elephant" in the room. Art defined inclusively (visual, storytelling, poetry, music, movement, etc.) can be leveraged to motivate and inspire the individual and organizational "elephant" toward lasting change. Rose has led workshops on how to effectively use art in organizational change.

Rose is formally an organizational development specialist at the University of Washington. She co-founded an organizational change group on campus that challenges practitioners to use innovative techniques to deal with pressing concerns. Her extensive professional experience includes serving clients as their leadership coach and psychotherapist, marketing Boeing airplanes in Europe and Honeywell controls in Asia, and consulting to FAA and NASA as an aerospace engineer. Rose has a Master's in Applied Behavioral Sciences from the Leadership Institute of Seattle (LIOS), an MBA from Stanford University and a BS in Aerospace Engineering from the University of Virginia.

She is an advocate for people with disabilities. As an immigrant to this country, Rose understands the challenges facing communities on the fringe and the wisdom embodied in other cultures.

**Byron Darden** is a trainer, facilitator and change agent for both front line employees as well as executive leaders leveraging his change management and organizational effectiveness skill sets. His professional background in theater arts, hospitality, sports, entertainment and corporate service initiatives contribute to his communications consulting in the form of workshops, published articles, coaching and public speaking events. Darden's client base includes Fortune 500 companies in manufacturing, trade and technology industries as well as executive academics, financial and professional services.

In 1999, Byron founded **MovesMaster**<sup>®</sup>, a consulting firm focusing on athlete and coaching development. His work now expands into leadership development and change management initiatives utilizing experiential education as a medium. He is a double master rated coach in the sport and a former member of the Coaches' Training Committee for the Professional Skaters Association's (PSA) and continues as a mentor in its Apprentice Program and a ratings examiner for coaches. He is a former columnist for *6.0 Skate Magazine*, a contributing writer for the *PS Magazine* and is currently working on his first book. Byron attended Emerson College in Boston, Massachusetts focusing in Mass Communications. He is an international figure skating coach and choreographer currently serving as the skating director for the Washington Ice Skating Association.

As an African American who has extensively traveled the globe, Byron is sensitive to diversity and cultural differences which enhance his ability to guide clients in developing greater awareness of global work styles, audiences and implement successful collaboration efforts toward a common goal.

## **Principles for Whole System Engagement and Conversational Leadership**

**DeAnna Martin** is a professional facilitator skilled at helping diverse groups and communities think creatively and collaboratively together. She empowers people to translate conflict and difference into creative breakthrough, discover common cause, and access their agency to accomplish what they envision together.

She is principal associate with Dynamic Facilitation Associates where she facilitates and trains communities in how to bring out the best in people. As director of the nonprofit Center for Wise Democracy, she consulted and facilitated communities to create a voice of We the People and make progress on conflicted issues. Clients include the Washington State Department of Agriculture, Jefferson County Parks & Recreation, Salmon Bay School, Waking the Phoenix (conference on sustainability), Austria's Vorarlberg Office of Future Related Issues, and communities in Victoria, BC, Oakland, CA, and Rogue Valley, OR.

DeAnna's background includes organizational development, public involvement, leadership development, and conflict resolution training. Her work includes best practice research and implementation, process improvement, designing performance management systems, and manager/employee relations coaching. Her designs of civic engagement programs link residents with their elected officials and create social and political change.

DeAnna holds a Bachelor of Arts degree in Humanities and International Studies from Seattle University and a Certificate of Nonprofit Management from the University of Washington. She is a mediator and certified Lead Trainer with the Alternatives to Violence Project. She is active in the National Coalition for Dialogue and Deliberation, recently co-chairing a regional gathering in Portland exploring quality public engagement, and King Countywide Community Forums.

**Pennie O'Grady** has been designing systems that support and inspire people to work together, in empowering and collaborative ways, for the last 30 years. Currently, she is researching, developing and implementing community engagement methods that work to leverage whole systems change.

Pennie has initiated and organized community engagement processes and helped build systems awareness in local schools, neighborhood groups and organizational events. She has spurred new thinking about social systems design in the Northwest permaculture movement, expanded neighborhood sustainability efforts in Seattle, developed capacity and coalitions in community radio, and wove collaborative efforts in the world of independently produced music *before* the internet and digital recordings. Pennie holds a Bachelor of Arts in Psychology and Philosophy. Her educational background and training also includes certificates in Dynamic Facilitation, Compassionate (or Nonviolent) Communication, and Permaculture. She is the parent of two fine young adult teens, and spends additional inspired time engaged in ecosystem-oriented garden design and urban-scale food production.

### **Radical Collaboration with Gracious Space**

**Pat Hughes** is a long-time student of positive change and sustainable solutions, and an enthusiastic facilitator and leadership development consultant who has worked for the past 20 years with individuals, organizations and communities to increase their leadership capacity. Pat specializes in creating safe, collaborative and fun learning environments where people embrace innovation and strive to reach their potential. Pat serves as Senior Partner for Gracious Space at the Center for Ethical Leadership, teaching and facilitating on Gracious Space and helping practitioners to apply it across the country. She is the lead author of *Radical Collaboration with Gracious Space: From Small Openings to Profound Transformation (2011)*, and lead author of *Gracious Space: A Practical Guide for Working Better Together (2004)*, both published by the Center.

She is also the owner of Trillium Leadership Consulting, where she provides facilitation, leadership development, coaching and change management for non-profits, family and mission-driven businesses, health care, education and government agencies.

Pat formerly served as the Director of Curriculum Development at the Center for Ethical Leadership, and the Director of the Leadership Institute, which prepared citizens in Redmond, Kirkland and Woodinville for leadership roles. A former journalist, Pat continues to write on issues of leadership, nature and outdoor adventure. She has a B.A. in Economics and International Relations and a Masters in Whole Systems Design and Organizational Systems Renewal. A frequent bike commuter, Pat also enjoys spending time in the garden, in the mountains and on the water.

### **Leadership is an Inside Job: The Secret Power of Love and Compassion**

**Roger Harrison** has a passion for designing experience-based learning processes, whether at the individual, small group or organizational levels. In his practice of coaching leaders and OD practitioners, he is especially interested in assisting clients to bring their authentic selves to their work in the world.

Roger has had a long career in OD, beginning in 1956. He has been involved in most of the developments and applications of OD from its inception. He began his consulting career in 1956 with Procter & Gamble, migrated in the sixties to teaching at Yale University, and has been an independent consultant in the US and Europe since 1967. His body of work has been made available in The Collected Papers of Roger Harrison and in his professional autobiography, *Consultant's Journey: A Dance of Work and Spirit*. In addition, Roger co-developed the highly successful Positive Power & Influence and Positive Negotiation training programs. Roger's published work continues to have relevance to the issues faced by today's OD practitioners.

A concern for the power of love in the workplace has always shaped his practice. Roger holds that, "By failing to examine and acknowledge the pervasiveness of love in shaping behavior in the workplace, we only prevent ourselves from accessing its powerful healing and creative aspects."

**Lismary de Lemos** is a seasoned leadership development professional who focuses on improving business results through leadership excellence. Prior to launching Lemos Consulting Group, Lismary was VP of Leadership Programs at Reynolds Poulson Consulting, a leadership coach and trainer at Poulson Leadership, a college professor and built her own adult education business in Brazil.

As a leadership coach and trainer, she has supported individuals and groups with communication tools, change management consultation, conflict management, team building strategies, and leadership development resources. Her clients include organizations such as Philips Healthcare, Microsoft, T-Mobile, Treehouse and US Coast Guard.

Lismary has designed, implemented and led several leadership development programs with an eye for relevance, applicability and depth of transformation. Having been in business leadership positions, she understands the challenges of bringing forth balanced leadership while addressing bottom-line concerns. Clients appreciate Lismary for her insights into organizational structures and creative solutions.

Lismary holds a Masters Degree in Applied Behavioral Sciences with a focus on Consulting and Coaching in Organizations. She is on the faculty for the University of Washington's Project Management Program where she designs curriculum and teaches Communication, Problem Solving and Leadership.

### ***Sustaining Leadership through Communities of Generative Dialogue***

**Tim Jaasko-Fisher** is passionate about helping communities evolve leadership for complex social challenges. As director of the Court Improvement Training Academy (CITA) at the University of Washington School of Law, he has worked with legal communities across the state to improve their response to families experiencing child abuse and neglect. Prior to becoming the director of CITA in September 2007, Tim was an Assistant Attorney General for 11 years, representing the Washington State Department of Social and Health Services Children's Administration. He is a regular presenter on issues relating to child abuse and neglect, systems reform, and leadership including presentations for the Department of Health and Human Services Annual Agencies and Courts Meeting, the Washington State Children's Justice Conference, and as a conversation leader for the 2011 Pegasus Northwest Systems Thinking in Action gathering. He is recipient of the 2010 Lee Ann Miller Award for his contributions to furthering the goals of the Children's Justice Act in Washington State. Awarded his Bachelor of Arts in Government from New Mexico State University in 1993, and a Juris Doctorate from Seattle University School of Law in 1996, Tim is currently a Masters

candidate in Seattle University's Organization Systems Renewal program where he is focusing on evolving leadership for complex social problems such as child abuse and neglect. He lives with his wife and two daughters in Tacoma, WA.

**Debbie Pejovic** has nearly 25 years of experience working with and leading people from various cultures and backgrounds in both non-profit and for-profit organizations as a human resources professional, manager and supervisor of people. She has also been a small business owner, running a successful residential care facility for vulnerable adults. These experiences have formed her foundational capacity to embrace and lead organizational change and transformation through: small and large group facilitation, meeting design and delivery, employee and leadership development and community building. Currently she is a leader in the local branch of an international faith-based organization with a membership of over 600 in the North Puget Sound Area. Some projects include: Designed and implemented a structural redesign and reorganization of local faith-based association; Designed and facilitated a Day of Learning on Leadership as a member of a six person team of graduate students; Researched and authored a theory paper on Diversity, Divergence and Dissent in Groups; And, served as member of a consulting team to identify and recommend employee engagement opportunities within a local non-profit social service organization Debbie received her Bachelor of Arts Degree in Political Science from the University of Washington and is currently a Graduate student at Seattle University in the Organization Systems Renewal program (expected June 2011).

### ***An Entrepreneurial Framing Approach to Leading Sustainably***

**Mark Pomerantz** created the first government social entrepreneurship program in the US in Seattle. He was a Co-founder of the Seattle Social Investor Forum, one of the first social venture fairs in the US. He is a former Board Member of the The VillageNet, Washington CASH and the Social Enterprise Alliance, and chaired the Host Committee for the 2001 National Gathering for Social Entrepreneurs in Seattle. He served for over 20 years in governmental planning agencies and was the Enterprise Development Director of a local social entrepreneurial NGO, Northwest Center. Subsequently, he has consulted with local NGO's interested in developing new social enterprises or functioning in a more entrepreneurial manner. In addition, he has chaired the Social Entrepreneurship Special Interest Group of the US Association for Small Business and Entrepreneurship. He is a current doctoral student in the Educational Leadership program at Seattle University.

### **Creating a Culture of Emergence: The Key to Sustainable Leadership**

**Magi Oriah Nock**, MA is the founder of Open to Emergence where she specializes in creating the conditions for courageous conversations that lead to innovative action. In 2011, she founded Creature Confidential, where she serves as an animal intuitive bridging communications between people and their pets. Her vision is to create emergent conversation spaces that welcome the voices of people, animals and nature. The increasing diversity of participants engaged in conversation will allow for new and innovative solutions for creating a world that works for all species to emerge. She has a Master's degree in Organizational Systems Renewal from Seattle University and a B.A. in Physical Geography from Dartmouth College.

### **Conscious Connection: Conscious Conversation**

**Rachel Dexheimer** is a powerful and dynamic coach, speaker, author, and entrepreneur who spent 18 years thriving in the cultural and technical complexities of Fortune 500 companies including Lucent, AT&T, Convergys, United Parcel Service, and McCaw Cellular. Her favorite roles included leading multi-million dollar implementation projects that spanned the globe.

While she reveled in building strong business relationships, creating high performing teams, and assuming progressively challenging assignments, there was something missing - a contribution to the greater good. She now provides audiences and workshop participants with fresh, powerful tools to deepen leadership skills, strengthen teams, and embolden clear communication. Her tools are not only relevant to the corporate environment, they reveal some of our most basic challenges and strengths.

Rachel founded Animal Wisdom Leadership to provide advanced leadership and team development for select leaders at her exclusive farm near Seattle, Washington. She is also CEO of EquiSpire LLC, specializing in advanced personal development.

She enjoys volunteering in programs such as Reading with Rover. She also sits on the board of the Puget Sound Organizational Design Network and is a member of the University of Washington Alumni Board, which grants scholarships based on leadership, community service, financial need, and academic accomplishment.

### **Enhancing Women's Leadership through Circles**

**Tracy Thompson** earned her doctorate in Organization Behavior from Northwestern University in 1994. She is a founding faculty of the Milgard School of Business at the University of Washington, Tacoma. Her areas of specialization include strategic management and organizational change. Her research focuses on organizational change, social networks, and corporate governance and she has published in Administrative Science Quarterly, Corporate Governance, Organization Development Journal, Academy of Management Learning and Education, Journal of Managerial Education, and in several

edited volumes. Dr. Thompson's professional experience includes working in an economic consulting firm where she prepared expert testimony for complex business and anti-trust litigation. In addition, she has taught in executive education programs for the NMC, a media industry center at Northwestern University, and in several executive development courses for State Farm Insurance (Pacific Northwest Zone) and Multicare Health System.

**Teresa Posakony's** work has led her beyond the bounds of corporate leadership and organizational development into the arena of community engagement and collective leadership. Teresa's years training, consulting and leading organizations in the high-tech industry taught her about human potential, rapid change, adaptability and how to live authentically as a leader. She now does her work globally in partnership with the Berkana Institute, the Art of Hosting, and the World Cafe Community and locally through her own consulting practice and extensive local community efforts.