

ACI Newsletter

January 2012

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Our Next Programs

Friday, January 20, 2012

Navigating Complexity - So Your Changes Stick & You Get the Desired Results

Facilitator: Jean Tully

Description:

In today's world of increasing complexity, more and more factors influence our ability to create deliberate and sustainable change. Often these factors are a result of past decisions, but we do not recognize the connection because they happened so long ago, the players have changed due to leadership changes or organizational restructuring, down-sizing, right-sizing, or off-shoring – or we simply haven't had the time to reflect so we can learn from our past actions!

In the face of these challenges, how do we successfully navigate complexity so our changes stick and we generate the results we want?

Join us for a highly interactive and practical session with seasoned practitioner Jean Tully as we explore how to really understand and work with the patterns that create today's messes. We will explore the ten archetypes outlined by Peter Senge in *The Fifth Discipline* plus their positive counterparts as developed by the MHA Institute in Canada, and see how they influence each other to undermine efforts for sustainable change and improvements. We will use these archetypes to more fully describe a situation you've brought with you to create a much more complete understanding of what's really going on in the system, and explore the highest leverage points for change, given this deeper understanding.

The session will be most effective if you **bring a system issue with you** that you're currently struggling with:

- something that is chronic (not a 1-time event) & has a pattern you can describe,
 - something you've tried to fix before but it keeps returning,
 - it often has a cross-organizational component to it, and most importantly,
 - something that is important to the organization and to you to 'fix'.
- We'll pick several to work on in small groups, so you get a real sense of the power of this process and how it works.

We look forward to an engaging and creative session together.

Facilitator: Jean Tully

Jean Tully <jean.tully@creatingclarity.com>

Creating Clarity

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As a seasoned leader, cross-organizational collaborator, and facilitator of organizational change, Jean focuses on strategic planning, organizational change consulting, organizational systems analysis, and leadership development. She has worked with a diverse set of clients, including: a Catholic Archdiocese to create a strategy to address changing cultural needs; a Texas-based consortium of hospitals to develop a collaborative long-term training strategy; a Fortune 50 car manufacturer to develop a 20-year strategy for their contribution to the mobility industry; and a 22,000-student urban school district to create a multi-stakeholder strategy to engage and graduate students regardless of financial and social status.

Prior to becoming a consultant, she spent 30 years at Hewlett Packard, where she was a senior management consultant, HP's organizational learning program manager, a global training manager, and an engineer. Jean organized and led the Global Change Management Community of Practice (COP), where she convened leading thinkers in organizational change and facilitated global best practice sharing.

Jean is a founding member, and past elected Governing Council member, of the Society for Organizational Learning. She is also a former adjunct instructor at University of California, Davis, and a member of the OD Network and ASTD. Jean is certified to teach Systems Thinking and Action Learning from the MHA Institute; is licensed to conduct WisdomScape© Leading Self, Team, and Organization Assessments; is certified in Coaching from a Systems Perspective; and is certified in the FourSight Innovation Assessment toolset.

Jean couples the technical underpinnings of a BS in Electrical Engineering from Colorado State University with the knowledge gained from her studies in organizational systems at Saybrook University in San Francisco. She has completed extensive field and coursework in organizational learning, systems thinking, engagement technologies, and strength-based change and innovation.

Timing: 12:00 Lunch and Social Time (Participants are welcome to purchase and enjoy lunch in the cafeteria at Oracle before the meeting.)

1:00 Program

4:30 Adjourn

Invitees: Members and Guests. Guests welcomed.

Cost: \$20 for Guests. Members free.

Location: Oracle (formerly Sun Microsystems), 500 Eldorado Blvd – Building 1, Broomfield, CO 80021 303.469.4852 Check in with security desk upon arrival. Room is Customer Conference Center 2 very close to the lobby in building 1. (Directions: To get to Oracle in Broomfield, get onto Highway 36 between Boulder and Denver. You will exit at StorageTek Drive/Interlocken Loop. After exiting, turn south. (If you are coming from Boulder this is a right turn. If you are coming from Denver this is a left turn. If you are taking NW parkway it is continuing straight.) Not counting the traffic lights at the interchange with highway 36, go to the second traffic light (0.8 mile) which is Eldorado Blvd. Turn east (left) onto Eldorado Blvd. Go 0.1 mile. Take the very next right turn (south) into the Oracle Campus. There will be an Oracle sign at this entrance. If you follow this road to its end, it stops right at the building one lobby where you need to go to register with Oracle. You are welcome to park in any of the parking areas you will see as you approach Building 1.)

Future Programs: Invitation

Interested in Delivering a Program for ACI?

If you are a member:

1. Come up with a program description and a brief bio of the presenter(s) and some preferred presentation dates and times. (Historically Friday afternoons have worked well, but you are not bound by that.)
2. Contact Communication Chair (Chris) to see if there are any program conflicts with your topic / date. (Chris: hoopandtree@aol.com; 303-513-3621)
3. Arrange a location. If you'd like to use the Oracle facilities, contact Judy who will help schedule a room. (Judy: judycole@hypermall.net; 303-499-2054)
4. Send confirmed date, time, and program blurb (description and bio) to Chris who will publicize it in the newsletter. (Feel free to invite interested others.)
5. Deliver your program. Have fun. Reap the rewards of mutual learning and of knowing you are contributing to the profession.

If you are not a member:

1. Contact an ACI member to sponsor your program.
2. Include the confirmation of sponsorship and follow the steps above.

Upcoming Program Schedule

| Date, Open to | Topic | Leader(s) | Location | Program Fees |
|---|---|------------|---------------------------------------|---------------------------|
| Friday, Jan. 20, 2012 Members & Guests | Navigating Complexity – So Your Changes Stick & You Get the Desired Results | Jean Tully | Oracle Campus, Broomfield, Building 1 | Members free, others \$20 |

Member News & Announcements

Peer Review Update

We neglected to mention in our December 2011 newsletter that **Nina Peterson** successfully completed her re-review. She has also taken a position with Door-to-Door Organics. Congratulations Nina.

Peer Review Preparation Sessions

Mary Callahan mhwc@stanfordalumni (303-774-0499) is ACI membership chair. If future candidates would like a PRP series, contact her.

Coordinating Council News

(The Coordinating Council serves as the Board of Directors of ACI.)

In the first quarter of 2012 the Coordinating Council will do a survey of members to see how our new program format is working for them. After the survey the Coordinating Council will meet to consider the next steps.

Interested in Joining ACI?

Requirements of ACI Membership:

- Be an active member
- Attend at least four programs per year
- Serve in the committee structure at least 2 out of 5 years
- Pay annual dues
- Prepare for peer review within the first 2 years
- If interested, please contact Mary Callahan mhwc@stanfordalumni.org.

Learn more about ACI

Learn more about ACI: www.acicolorado.org

ACI Mission

"Associated Consultants International, a cross-disciplinary association of organization development and social change practitioners, provides mutual support, education, and development. We work in various capacities as agents of organizational effectiveness and societal change. We are committed to the highest standards of professional ethical practices. We are dedicated to serving and encouraging what is positive in the human spirit -- in our clients, our communities, and ourselves."

Diversity Statement

"We seek to attract, embrace, and uplift our members who reflect the larger community* where each member's differences and commonalities are included, explored, and honored."

* "Larger community" includes differences in race, gender, age, sexual orientation, people with disabilities, culture, religion, etc.

Do you have an item of interest you would like to have included in this newsletter? Have questions? Please contact ACI Communications Chair: **Chris Hoffman**, e-mail: hoopandtree@aol.com