

ACI Newsletter

November 2011

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Our Next Programs

Friday, November 11, 2011

Strategic Needs Analysis - Tips, Tools and Techniques

Facilitator: Sally Sparhawk

Description:

Assessment – a seemingly simple process. When done well, interventions can hit the mark. However, when done poorly (as often happens), interventions fail to have impact. Our discussion will cover the science of needs analysis – the steps to follow. We will also discuss the art of assessment – aligning with the strategic direction of the organization, partnering with business leaders, and adding value at every step of the process.

Sally will provide a six step process including tips, tools and techniques that she uses and encourage you to share your process. Her goal is to have an interactive session where we share our experiences and walk away with practical ideas that will help make the next intervention even more successful.

Facilitator: Sally Sparhawk

Sparhawk Consulting

970-618-1442 cell

sally@sparhawkconsulting.com

Sally Sparhawk has over 25 years of experience in the training and development field. She currently heads her own management and human resource development consulting firm, Sparhawk Consulting, in Snowmass, Colorado. Sparhawk Consulting is an international consulting firm specializing in customized solutions to performance and training problems. It has alliances with global resources to provide organizational consulting and tailored training programs. The goal of Sparhawk Consulting is to help its clients improve their organizations with focused solutions that meet their specific needs.

Sparhawk Consulting's clients include Shell Oil Company, Eastman Kodak Company, Corning, Inc., LearnShare, Goulds Pumps, Inc., the Federal Deposit Insurance Corporation (FDIC), the Professional Ski Instructors of America, and Aspen Skiing Company. Sparhawk Consulting is also an experienced resource for the Forum Corporation and has managed projects for them in Canada, the United States, and England. Sally recently spent 5 months in London coordinating the roll-out of a training initiative for one of England's largest banks.

A graduate of Kent State University, Sally has her Masters degree from Bowling Green State University. She completed the Organization and Systems Development Program at the Gestalt Institute of Cleveland.. Sally is also a Level 2 Certified Ski Instructor (PSIA) and lives in Snowmass, Colorado where she teaches skiing to children with special needs.

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.)

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

650-465-0947 (cell)

www.creatingclarity.com

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.)

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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, Nov. 11, 2011	Strategic Needs Analysis – Tips, Tools, and Techniques	Sally Sparhawk	Oracle Campus, Broomfield, Building 1	Members free, others \$20

Members & Guests				
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

Chris Hoffman will be presenting on “Organizational Change Management for Sustainability” at a CORE breakfast. (CORE is a Colorado association driving business sustainability.)

Date: Wednesday, November 16

Time: 8:00 – 9:30 AM. (Arrive at 7:30 for networking and continental breakfast. Networking also after the program until 10:00 AM.)

Location: Boulder Outlook Hotel & Suites, 800 28th St. Boulder, CO

More Details:

www.corecolorado.org/events?eventId=398489&EventViewMode=EventDetails

Peer Review Update

Congratulations to **Anita Sanchez** and **Elaine Yarbrough** on their positive re-reviews!

Kit Tennis is the temporary chair until he rolls off in January. Jane Hascall will take over the scheduling role. New chair is still to be named

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