

Collaboration By Design: The SocioTechnical Approach to Building An Appreciative Culture

October 29, 2010
Cambridge, MA



The task of leadership is to create an alignment of strengths in ways that make our weaknesses irrelevant - Peter Drucker

What if....

- Your administrative processes, systems and daily leadership practices systematically enabled people to use their strengths in ways that made their weaknesses irrelevant?
- Your people were more fully engaged and playing to their strengths more frequently?
- Everyone had full access to the “hidden” capabilities, resources and opportunities your organization has for achieving your core mission?

This introductory learn-by-doing workshop provides an understanding of the steps, methods and success factors in the Strength-Based Culture Design (SBCD™) process. SBCD™ is a participative approach to implementing the designed environment (roles, responsibilities, structures and systems) necessary to support a new model of collaboration and innovation.

Participants will practice using the Strength-Based Culture Design (SBCD™) process to transform a traditionally designed organization into one which achieves higher performance by bringing out the best in people through leveraging the capabilities and assets they already have.

Workshop Goals:

- ✚ Learn practical steps and tools for Strength-Based Culture Design™.
- ✚ Experience how innovations in your “designed environment” profoundly influence culture, behavior, organizational quality, productivity and agility as well as individual quality of working life.
- ✚ Apply this workshop into your back home situation.

Details

Where: Hyatt Regency
Cambridge
575 Memorial Drive
Cambridge, MA 02139
(800) 233-1234

When: October 29, 2010

Time: 8:30 am - 5:00 pm

Cost: \$299

Includes materials and light
breakfast, lunch, and
snacks

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Who Should Come?

Leaders, staff specialists and others who have responsibility for elevating organizational performance and employee engagement through innovation in how people work together, the work they do and the organizational environment that supports them. Everyone interested in enabling people to align their strengths in ways that make their weaknesses irrelevant.

Register today - Go To:

www.innovationpartners.com (click on Workshops and Events)

Learn from Innovation Partners International, the leading international consultancy focused on igniting and implementing strength-based change within organizations, communities, and the broader society.

Meet the Instructors:

AI pioneers & inventors of Strength-Based Culture Design (SBCD™), Bernard J. Mohr and Bob Laliberte



Bernard J. Mohr is one of the original pioneers in the field of strength based management, specializing in the creation of cultures, structures and systems that are economically sustainable and worthy of commitment from their employees and communities.

For almost 40 years, in the US, Central America, the Caribbean, Western Europe, Canada and the Middle East he has supported collaborative organizational innovation -- using large group processes, dynamic appreciative evaluation, and generative organization design with clients such as AT&T, British Petroleum, CBC, Certainteed, Coca Cola, Dartmouth-Hitchcock Alliance, Episcopal Church/USA, Exxon, GlaxoSmithKline, Government of Trinidad and Tobago, Gruppo SAISC, Hannaford/Delhaize, LL Bean, Novartis, Tufts Medical Center, University of Maine and the US Internal Revenue Service. He serves as Advisory Board member for the Taos Institute, is a Plexus Institute Associate and senior faculty at NTL Institute for Applied Behavioral Science.

He has taught organizational innovation at the Universities of Ottawa, Concordia, Dayton and Cornell, as well as the Canadian Centre For Management Development and the Danish Center for Management. Bernard holds a BA (cum laude) in Organizational Psychology (University of Waterloo), an Ed.M in Organizational Learning (University of Toronto), and a Diploma in Organization Design (Columbia University). Recent books include: *Appreciative Inquiry: Change At the Speed of Imagination*; *The Appreciative Inquiry Summit: A Practitioners Guide For Leading Large Group Change* and *Essentials of Appreciative Inquiry: A Roadmap For Creating Positive Futures*. You can reach Bernard at bjmohr@innovationpartners.com or by phone at 1(888) 617-9909 x266.



Bob Laliberte has either managed or consulted to organizations for more than 30 years in the fields of innovative high-performance work systems design and development and project management. Bob has consulted and delivered workshops and on Organization Design and Redesign, Business Process Design, Selection and Hiring Processes, Progressive Valuation and Compensation Systems, Organization Development including Team Building, Guideline/Policy development, Leadership Development and Project Management.

Current and past clients include the Maine Medical Center, CeertainTeed/Saint-Gobain, Lafarge Gypsum, Domtar, Chinet, Rex Roto, Georgia Pacific, Residential Resources, St. Mary's Medical Center, Tufts Medical Center, Esthetic and Reconstructive Dentistry, SMRT, Unity Churches, Hillenbrand, National Gypsum, Bausch and Lomb, EPA, JW Sewall, University of Maine, Babson Capital, Koch Industries, and Artel.

Bob holds a Mechanical Engineering degree from Northeastern University and a Masters degree in Management Science from Worcester Polytechnic Institute. He currently teaches the Project Management Certificate Program at the University of New England. In addition, Bob is past president of the Maine Association of Psychological Type and past Board member, and vice-president of the Maine Project Management Institute. You can reach Bob at bob@innovationpartners.com or by phone at 1(888) 617-9909 x252.

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