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# dot CALM

THE CENTRE FOR APPLIED LEADERSHIP AND MANAGEMENT

*Transformative and Inspirational Master's Level Learning Experiences*

## Inspiring positive change through impactful learning...

*The Centre for Applied Leadership and Management at Royal Roads University offers programs that allow managers and leaders to focus on areas of professional interest and strength, build on existing skills and experience, and apply new knowledge and strategies in the workplace. Our programs are designed for those looking for educational opportunities that add breadth, depth, and earning power to their career, while still meeting professional and personal responsibilities.*

April is a month in which a number of our Graduate Certificate programs end and learners attend what we call the “capstone”. This capstone includes examinations and often presentations that demonstrate the learning gained during the program. We are continually amazed and so impressed to see the broad reach that the learners and the faculty are have.

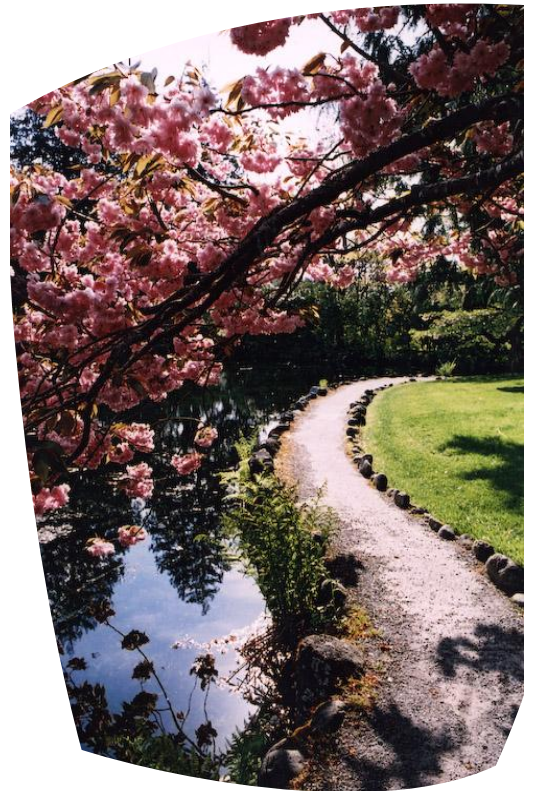
Ann Dale, RRU faculty and Canadian Research Chair, says that “Canadian communities face formidable challenges as they try to meet their needs today without compromising tomorrow. They are looking for ways to develop sustainable communities in harmony with all aspects of civic life without undermining the environment or the economy”. We see the learners and faculty in our programs are striving to do just that. They are seeking out organizational challenges with the aim to make positive change for and with the organization. It isn't just about consulting; it's about building

capacity and helping organizations to learn new ways of doing business in today's world.

Over the past year we have delivered Graduate Certificates or custom designed programs in Whitehorse, Calgary, Edmonton, Red Deer, Sylvan Lake, Bragg Creek and in most regions of BC.

We saw over 1400 learners, touched over 1000 organizations and continue to work with organizations throughout Canada as they work on solutions to their Leadership Challenges. Learners and faculty are creating positive change in organizations and in their communities. They are developing and enhancing leadership skills and knowledge that make a difference in areas such as engagement in the health care sector; collaboration and community development with children and their families; employee development through enhancing coaching skills in organizations. Our learners and faculty have much to be proud of and we **thank you** for your advocacy and commitment to continuous learning.

If your organization has a Leadership Challenge™ that you would like us to assist with, please contact us at [calm@royalroads.ca](mailto:calm@royalroads.ca). We look forward to working with you to inspire positive change and build capacity inside your organization.



**Peter Block to speak on "Community: the Structure of Belonging"**

Embark on a journey of transformational leadership at RRU, May 19-22<sup>nd</sup>. ALIA West offers a three day immersion into a uniquely integrative model of authentic leadership development. Bring your burning leadership questions and leave with the skills, allies, and fresh new thinking you need to navigate complexity, work through obstacles, and free up the potential of your team, organization, and community.

This three-day intensive follows the same design as the acclaimed Shambhala Summer Institute in Halifax, Nova Scotia, which has been a magnet for pioneering leaders and change-makers since 2001. ALIA West will take place on the beautiful campus of Royal Roads University, which shares the Institute's commitment to innovative learning and to fostering regional cross-sector networks of inspired leadership. Choose the module that best addresses your current leadership challenge and focus.

**Action Inquiry: Transformational Leadership in the Midst of Action**, with Bill Torbert and Mary Stacey

**Embodied Leadership – Empowered Life**, with Wendy Palmer

**Hosting Artful Collaborations across Communities and Agencies**, with Jennifer Charlesworth and Chris Corrigan

**Leadership in Networked, Emergent Systems: Practical Challenges and Opportunities**, with Thomas J. Hurley and Keith Webb

Plenary sessions inject big-picture thinking and tap into the collective experience and intelligence of the program community. Thought leader Peter Block will speak on community-building as an increasingly critical core leadership capacity. RRU students, alumni and faculty are eligible for a special education rate of \$1800 per person (a \$400 savings). For more information, or to register, please go to [ALIA Institute](http://ALIA Institute).



**Who is CALM?**

- Alison Meredith, Director
- Annette Siewertsen, Program Coordinator
- Daniel Nelson, Program Associate
- Janine Hughes, Program Coordinator, CCEE
- Kim Tooby, Program Associate
- Michelle Brassard, Administrative Assistant
- Rebecca Bosma, Program Associate
- Regan McKeever, Senior Program Associate
- Stephanie Kosty, Program Associate
- Zoe MacLeod, Manager

**Faculty Accolades**

Kudos to our **Health Systems Leadership Graduate Certificate** faculty:  
**Guy Nasmyth, Bill Tholl, Graham Dickson** on their recent residency evaluations:

**Graham** was “an excellent, passionate speaker with a good sense of humour.”  
“Easy to listen to, direct and very good with group discussion”. “A wonderful teacher and thought provoking too.”

**Guy** “makes everyone at ease, asks great questions and keeps the pace going”.  
“A very thoughtful facilitator. Truly cares about each learner, that is for sure!”  
“Very invigorating, he kept me on my toes!” “A very knowledgeable, humorous, engaging speaker”

“Not only was **Bill** humorous, engaging, and a dynamic speaker, but his wealth of political and bureaucratic experience is hard to find in a classroom setting.”  
“The type of knowledge and stories he shared cannot be found in typical academic life or a university's curriculum.” “Bill provided me with a very different & valuable perspective!” “Bill had so much knowledge, he spoke in ways I could understand.”

**Congratulations to Gail Gibson**, Associate Faculty in our Leadership programs, on the publication of your newest book – **WHO YOU ARE IS HOW YOU LEAD!**



**Now Available!**

My new book is available online at [drgailgibson.com](http://drgailgibson.com), at the Royal Roads University Bookstore and at Bolen Books!

Please forward this to anyone you think might be interested.

Thanks!

**WHO YOU ARE IS HOW YOU LEAD!**  
How the Power of Conscious Leadership Can Shape the Leader You Want to Be  
**GAIL GIBSON**  
Foreword by Lewis Gougeon

# Sustainable Community Development meets Corporate Social Responsibility

**Q:** What do you get when you combine the talents of RRU graduates with skill sets from management, leadership and coaching programs with a focus on community development?

**A:** You get an organization whose primary purpose is to create socially responsible leadership experiences and in the process transform, people, communities, organizations and ultimately the world around us.

The brainchild of Christine Bonney, MA, Dave Harry, MBA, and their partner Penny Lane, the Acacia Group was designed to meet these lofty goals. Their unique, three-phase process combines leadership theory, executive coaching and community

development within a backdrop of corporate social responsibility:

**Discover** – The Acacia Group works with experienced and emerging leaders and their companies to discover the alignment between personal competencies and corporate objectives.

**Experience** – The Acacia Group’s certified executive coaches then work with those leaders in a cross cultural setting as they participate in a community development project. This cross cultural experience focuses on transformative personal insights that are coached individually and as a group on a daily basis while the individual is engaged in community work.

**Grow** – The coaching process continues upon return to the sponsoring company – supporting the individual to revisit those lessons learned

in the community and applying them to their organizational setting, as well as their personal world.

A recent media quote covering the recent G20 summit captures the relevance of The Acacia Group to today’s world: “...so as well as a new globalization, we will also see a new capitalism, one in which social accountability will be an essential feature. The idea that boosting shareholder value is the sole goal of corporate management is no longer acceptable.”

The Acacia Group stands ready to support organizations in making the shift to the new world – one that values sustainability, corporate social responsibility, and global citizenship. For more information on The Acacia Group visit [www.theacaciagroup.ca](http://www.theacaciagroup.ca)

*"Alone we can do so little; together we can do so much"*  
Helen Keller



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## UPCOMING PROGRAMS & EVENTS:



- GRADUATE CERTIFICATE EXECUTIVE COACHING May 3
- ALIA WEST – AUTHENTIC LEADERSHIP IN ACTION May 19-22
- GRADUATE CERTIFICATE PROJECT MANAGEMENT Sept. 14
- GRADUATE CERTIFICATE EXECUTIVE COACHING Sept. 20
- GRADUATE CERTIFICATE PUBLIC RELATIONS MANAGEMENT Oct. 4
- DEVELOPING LEADERSHIP IMPACT EXECUTIVE RETREAT Nov. 21
- GRADUATE CERTIFICATE HEALTH SYSTEMS LEADERSHIP Nov. 22

Learn more at [www.royalroads.ca/caim](http://www.royalroads.ca/caim)

## SPOTLIGHT – DEVELOPING LEADERSHIP IMPACT

Aimed at current managers and those who aspire to take on more significant leadership roles within their organizations, this intensive and challenging 6-day retreat is located on campus at RRU. Ideal candidates are those seeking to develop and enhance their leadership skills and those who want to meet the needs of a work environment where expectations are becoming higher and demands for accountability are growing. The next intake of this program is November 21-27, 2009.

**"I want everyone in my organization to experience this!"** "...this week at Royal Roads was incredible. Lots of tools for improving management styles, self examination, communications with others, as well as a very good Leadership Challenge to work on"

**"...probably the best Leadership Development workshop/course/seminar that I've ever been to and I really appreciate the opportunity to attend! I would recommend it anytime to anyone!"** "The instructional team was amazing, and most definitely walk the walk, and talk the talk."

**"The course was amazing! As for the faculty, wow! After day 2, it was clearly evident how skilled they are - each with their own style. I am very inspired and excited..."** "Above and beyond my expectations. This was by far my best experience in learning and team work - best of my career"