

Introduction

I am a Certified Professional Facilitator and designer of learning processes who brings creativity and insight to group experiences. I offer strong insight in strategic planning, policy development and stakeholder engagement, alongside well-developed relational, communication and project management skills. I am an analyst who thinks strategically about complex systems. I understand leadership and collaboration. I have expertise in planning, community development, social policy and design, having worked in the private, voluntary and public sectors for more than 22 years.

Strategic Planning & Facilitation Assignments

Experience since 2011 is summarized here. A list of earlier assignments is available upon request.

2018

Canadian Partnership Against Cancer

- Facilitation and staff training design

Carizon Family Services

- Design and facilitation of Strategic Plan

Guelph Wish Fund for Children

- Design and facilitation of Strategic Plan

City of Guelph

- Public consultations regarding Vehicles for Hire bylaw

Counselling Collaborative of Waterloo Region

- Design and facilitation of Strategic Plan

County of Wellington

- Community engagement process related to the County's EarlyON and child care services

Guelph-Wellington Women in Crisis

- Design and facilitation of Strategic Plan

House of Friendship

- Evaluation framework for region-wide Family Outreach Program

Langs

- Design and facilitation of refreshed Strategic Plan

Ontario Good Roads Association

- Course design for municipal staff and elected officials

The Regional Municipality of York

- Facilitation of strategic planning workshops

Upper Grand District School Board

- Professional development workshops for senior leaders

2017

Athena Software

- Facilitation of a consultative strategic planning process

Children's Planning Table

- Outcome measurement

Everdale Environmental Learning Centre

- Conducting a commercial kitchen feasibility study

House of Friendship

- Facilitation and planning services to develop an evidence-based resource allocation plan for the Region of Waterloo's Family Outreach Program
- Design and facilitation of Strategic Plan

KW Counseling Services

- Facilitation of parenting workshops

Southwestern Ontario Water Consortium

- Sustainability planning

Stratford Town & Gown Association

- Facilitation of a consultative strategic planning process

The Syntegrity Group

- Facilitation and documentation of strategic discussions on highly sensitive strategic topics with multinational private sector clients, as part of a collaborative, rostered facilitation team

Upper Grand District School Board

- Workshops for Principals' professional Learning event

University of Guelph

- Design, facilitation and documentation of forum on reducing alcohol-related harms on campus

Waterloo Region District School Board

- Evidence-based validation of Student Wellbeing Strategy

Wilfrid Laurier University

- Facilitated sessions with international collaborative teams related to sustainable territories (Viessmann European Research Centre) and sustainable food systems (Laurier Centre for Sustainable Food Systems)

Youth Collective Impact Coaching

- Coaching collaboratives involved in Youth Collective Impact initiatives, commissioned by Innoweave in collaboration with the Laidlaw and McConnell Foundations:
 - Positive Space Network, Halton
 - Belonging for Youth, Waterloo Region

2016

Canadian Partnership Against Cancer

- Planning and facilitation of strategic partnership conversation between the Canadian Partnership Against Cancer and the Canadian Cancer Action Network

City of Guelph (2010-2016)

- Strategic planning with the Corporate Management Team, Leadership Council of Guelph Wellbeing, Community and Social Services, Operations, and the staff team of the CAO
- Facilitated public meetings related to bylaw changes in the areas of animal control and tourism
- Established and facilitated a community action team responsible for implementing Guelph's Older Adult Strategy
- Facilitated the establishment of a collaboratively supported social innovation catalyst, now known as The Elevator Project
- Collaboratively developed a Community Investment Strategy to guide how the municipal government partners with and supports community organizations and creates an environment that encourages social innovation*
- Conducted community-based research in Guelph and provided strategic analysis to inform the City of Guelph's Special Events Funding Framework*

Central Student Association, University of Guelph

- Design and facilitation of a strategic planning process

Dufferin Poverty Task Force*

- Community engagement

Guelph Community Christian School

- Facilitation of strategy development with Board and other stakeholders

Guelph Community Foundation

- Facilitated reflective analysis and planning with the Board, external stakeholders and internal staff, leading to renewed strategic priorities

Health Link Cambridge North Dumfries (also 2014)

- Facilitation of operational coordination, team building and business planning

International Development Studies, University of Guelph

- Planning and facilitation of strategic redesign

Shelldale Better Beginnings Better Futures

- Governance coaching to build board governance capacity

Southwestern Ontario Water Consortium

- Strategic coaching and facilitation of multi-stakeholder sessions to accelerate innovation in the water sector

Student Life, University of Guelph, (also 2012, 2013, 2015)

- Designed and facilitated a reflective, creativity-based retreat with staff and coaching sessions with the leadership team

Town and Gown Association of Ontario

- Facilitation of a consultative strategic planning process

WaterTAP

- Facilitation of strategy session with Board of Directors

YMCA/YWCA of Guelph

- Planning and facilitation of strategy session with Board of Directors

Youth Collective Impact Coaching

- Coaching four separate collaboratives involved in Youth Collective Impact initiatives, commissioned by Innoweave in collaboration with the Laidlaw and McConnell Foundations:
 - YES Shelter – Family Reconnect, Peterborough
 - Community Justice Initiatives – Youth Success Initiative, Waterloo Region
 - Children’s Planning Table, Waterloo Region
 - United Way of Cambridge North Dumfries – Belonging for Youth

2015

Community First: Impacts of Community Engagement

- Facilitated the development of a three-year strategy map for this national, multi-stakeholder project through Carleton University

Community of Hearts

- Facilitated the development of a Strategic Plan with Board and staff of this relatively new community organization focused on the educational and life skill needs of developmentally challenged young people

FLEdGE

- Facilitated an outcome-based planning session for this international collaborative team related to sustainable food systems, coordinated through Wilfred Laurier University

Guelph Community Health Centre

- Facilitated a ten-year and three-year strategy map with the Board and senior staff

Guelph Independent Living

- Facilitated a renewed Strategic Plan with the Board and staff of this organization, including performance standards and implementation planning

Joint Protocol for Student Achievement*

- Facilitated collaborative policy development processes involving representatives from multiple school Boards and child welfare agencies in Waterloo, Wellington, Halton, Peel and Dufferin counties, including the Waterloo Catholic District School Board

Kitchener Downtown Community Health Centre

- Facilitated staff engagement sessions aimed at improving internal communication processes

Learning Disabilities Association of Wellington County

- Facilitated a series of reflective exercises leading to a renewed Strategic Plan and several funding proposals, commissioned by the United Way of Guelph Wellington Dufferin

Local Immigration Partnership Guelph Wellington (also 2014)

- Facilitated discussions toward the development of a sustainability plan
- Crafted communications materials to solidify the coalition's unique value proposition

The Seed Community Food Centre

- Facilitated sessions to address issues of identity, governance, work planning and communications as this organization launches, as well as community planning meetings related to fresh food storage and distribution.

Town and Gown Committee of Guelph

- Facilitated a renewed Strategic Plan with this multi-stakeholder committee and its diverse stakeholders

World Vision Canada (also 1998-2012)

- Executed numerous strategic planning, writing, facilitation and executive coaching contracts for senior executives in Community Health Systems Mapping, Strategic Initiatives, National Programs, Public Affairs, Advocacy and Education and International Programs. Most recently, helped to develop a Government Engagement framework through the facilitation of a reflective planning session with senior staff.

YMCA/YWCA of Guelph (also 2013)

- Designed and facilitated planning and decision-making sessions with Board, senior staff and committees of the Board planning event

2014

Beginnings Family Services

- Facilitated a renewed Strategic Plan and detailed workplan with Board members, staff and volunteers from four sites

County of Wellington* (also 2010, 2011, 2013)

- Developed an action plan on homelessness to implement their ten-year affordable housing and homelessness strategy (HHP)
- Developed and facilitated community consultations related to developing the HHP, as well as a policy research project on rural homelessness

Elora Centre for the Arts

- Designed, facilitated and documented an extensive revitalization process for the organization and its physical assets

Give Back Village

- Facilitated multi-stakeholder planning sessions to assist with evidence-based decision-making related to the future of the organization

Grace Community Church, Guelph

- Facilitated engagement sessions for 150+ people and provided strategic advice to leaders

Kindle Communities Organization*

- Facilitated a strategic planning process with the Board of Directors of this community-driven real estate development organization

Physician Recruitment Committee of Cambridge and North Dumfries

- Designed and facilitated stakeholder engagement processes, resulting in a renewed Strategic Plan for this community coalition

Social Planning Council of Cambridge and North Dumfries

- Developed a new Strategic Plan and coached the Board to assist with implementation

Social Planning Council of Oxford County

- Developed a new Strategic Plan and coached the Board to assist with implementation

Telemedicine Advisory Committee, St. Joseph's Health Centre

- Provided facilitation and strategic advice services

Waterloo Region Nurse Practitioner-Led Clinic

- Facilitated and designed an organizational sustainability plan

Wellspring Productions

- Facilitated a focus group to help a large international development client clarify a new brand identity

2011-2013

AIDS Committee of Guelph Wellington

- Facilitated a session at a community forum on healthy aging
- Facilitated strategic planning and impact analysis of community education models
- Facilitated annual workplanning

Langs*

- Conducted a review of programs, services and geographic boundaries
- Facilitated a collaborative process that resulted in an updated a five-year strategic plan

Region of Waterloo Public Health

- Facilitated an initial session of an emerging community network related to breastfeeding supports

Wellington Dufferin Guelph Public Health

- Designed and facilitated a day-long professional development session entitled "Farm to Classroom" that involved multiple formats and collaborators
- Facilitated community priority setting and policy development sessions as part of the Healthy Communities Partnership on behalf of the Ministry of Health Promotion and Sport, as well as sessions on community-level food systems planning

Association of Public Health Epidemiologists of Ontario

- Facilitated strategic planning for a provincial professional association of epidemiologists

Community and Criminal Justice Program, Conestoga College

- Designed and facilitated a session entitled "Better Campus-Community Partnerships"

Community Funders' Network, Guelph

- Facilitated the initial sessions of an emerging network comprised of social service funding agencies in Guelph/Wellington, supported by the Ontario Trillium Foundation and the Guelph Community Foundation

Eramosa Engineering

- Designed and facilitated a series of customized workshops on facilitation, communication and presentation skills

Family Counselling and Support Services of Guelph Wellington

- Facilitated strategic planning with Board and staff

Waterloo Wellington Regional Diabetes Coordination Centre

- Facilitated a multi-stakeholder regional session focused on diabetes in pregnancy

World Vision International* (also 2000-2009)

- Facilitated Community Health Systems Mapping sessions in Tanzania
- Conducted research, provided strategic planning and process design input and developed electronic curriculum on topics such as urbanization, food security, inclusion and transformational development

* In collaboration with JPMC Inc.

Teaching experience

Instructor, Online facilitation skills courses, Ongoing

- Develop and instruct online advanced facilitation skills courses for working professionals (see sage-solutions.org/training/e-courses/)

Instructor, Conrad Grebel University College, Present, 2016

- Develop and instruct a two-day facilitation skills course as part of their Certificate in Conflict Management

Instructor, University of Guelph, Present, 2016, 2007

- Teaching a Master's level course entitled "Community Engagement in Public Planning"
- Developed and taught a fourth-year Sociology seminar entitled "Gender and Change in Rural Canada"

Post-Doctoral Fellow, McMaster University, 2003-2005

- Research program explored sustainable models of maternity care and support in Canada, funded by the Canadian Health Services Research Foundation
- Developed and taught "Social and Cultural Aspects of Reproduction" to Midwifery, Nursing, Health Studies and Women's Studies students

Instructor, University of Western Ontario, 2001-2002

- Developed and taught two 200-level courses in the Sociology Department: "Sociology of Health and Illness" and "Sociology of Health Care System"

Other Relevant Employment Experience

Co-Investigator, McMaster University, 2003-2005

- Worked with Dr. Ivy Lynn Bourgeault on project entitled “Restructuring and Rural and Remote Women’s Health”, funded by Status of Women Canada

Public Policy Officer, World Vision Canada, 1995-1997

- Designed and implemented the advocacy strategy, working in both English and French. Specific campaigns included Girl Child, HIV/AIDS, land mines and child soldiers.

Program Officer, Eastern Africa, World Vision Canada, 1992-1995

- Responsible for training, monitoring, design and evaluation of Canadian government-funded community development programs in Eastern Africa, as well as relationship building and cultural translation work with colleagues based there

Formal Education

Doctor of Philosophy, University of Guelph, 2001

- Completed interdisciplinary doctoral program with a focus on sustainable communities; research emphases on women’s health policy, community building and social support
- List of academic awards available upon request

Doctor of Education Program in Adult Education, Ontario Institute for Studies in Education, University of Toronto, 1994-1997 (ABD)

- Completed doctoral-level course work, studying part-time within the Comparative, International and Development Education Program, including cross-cultural adult education, consulting and facilitation skills

Master of Public Administration, Queen’s University, 1992

Honours Bachelor of Arts (Sociology and French), Queen’s University, 1991

Professional Development Certificates

- **Rhyze Academy**, Innovation Guelph (Ongoing)
- **Insights for Innovation**, IDEO (2015)
- **Certified Professional Facilitator**, International Association of Facilitators (2013)
- **Transformative Mediation**, Community Justice Initiatives & Conrad Grebel College (2013)
- **Collaborating in Complex Times: Advanced Stakeholder Engagement**, International Association of Facilitators and ICA Associates (2013)
- **Bridges out of Poverty**, Wellington Dufferin Guelph Public Health (2013)
- **Skills for Innovation**, Eagle’s Flight
- **Facilitation Skills**, Institute for Cultural Affairs & Innovation Associates
- **Presentation Skills**, Gilmore & Associates
- **Public Policy Development**, Insight Research and the Globe and Mail

Memberships

- BoardSource
- Institute for Performance and Learning
- International Association of Facilitators (IAF)
- International Association for Public Participation (IAP2)
- Waterloo Wellington Learning Alliance

Recent Invited Presentations

- *Who cares about Kids? Detailed learning from a P2 case study in Wellington County.* 2018 IAP2 North American Conference
- *The Nimble Facilitator: Today's "Yes and" Plan* 2018 IAF North American Conference
- *The Business of Facilitation*, 2017 IAF North American Conference
- *Facilitation Matters: Learning from 4 Variations of Face-to-Face Citizen Engagement* (with the City of Guelph), 2016 IAP2 North American Conference
- *Enhancing Collaborative Creativity*, 2016 IAF North American Conference
- *"Station"ary Movement*, 2015 IAF North American Conference
- *Staying the Course When Things Go Sideways*, 2015 IAF North American Conference

Selected Volunteer Experience

- Advisory Group and Mediation Team, Community Justice Initiatives Guelph, Present
- Trainer, Beginnings Family Services, 2010-Present
- Active Participant, 100 Women Who Care Guelph, 2014-Present
- Board Member, Guelph Community Christian School, 2013-2016
- Board & Social Planning Committee Member, United Way Guelph & Wellington, 2009-2012
- Volunteer Facilitator, Guelph/Wellington Food Roundtable, 2011
- Volunteer, Habitat for Humanity, Wellington Chapter, Women Build 2010
- Founding Board Member, East Wellington Family Health Team, 2006-2009
- Board Member, East Wellington Advisory Group for Community Services, 2005-2007

Bilingual in French and English