

Rebecca L. Sutherns, PhD

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Introduction

I am a facilitator who brings creativity and insight to group strategy and leadership development processes. I offer strong experience in strategic planning, training and coaching, alongside well-developed relational, communication and project management skills. I am an analyst who thinks strategically about complex systems. I understand leadership and collaboration, particularly within the community benefit sector and with private sector firms interested in corporate social responsibility. I am a strong researcher, writer and curriculum designer, interested in helping groups optimize their collective creativity. I am also an active community volunteer and advocate. I have expertise in health planning, community development, social policy and design, having worked in the private, voluntary and public sectors for more than 22 years. Please see www.sage-solutions.org for further details.

Strategic Planning & Facilitation Assignments

Experience since 2012 is summarized here. A list of earlier assignments is available upon request.

Collective Impact Coaching, Ongoing

- Coaching four separate collaboratives involved in Youth Collective Impact initiatives, commissioned by Innoweave in collaboration with the Laidlaw and McConnell Foundations, in Peterborough, Kitchener and Waterloo

Southwestern Ontario Water Consortium, Ongoing

- Facilitation of multi-stakeholder sessions to accelerate innovation in the water sector

Health Link Cambridge North Dumfries, 2014, ongoing

- Facilitation of operational coordination, team building and business planning

Onward Willow Better Beginnings Better Futures, Ongoing

- Building Board governance capacity

Town and Gown Association of Ontario, Ongoing

- Facilitation of a consultative strategic planning process

The Syntegrity Group, Ongoing

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

KW Counseling Services, Ongoing

- Facilitating parenting workshops

City of Guelph, 2010-2015

- Established and facilitated a community action team responsible for implementing Guelph's Older Adult Strategy

- Facilitated integrated work planning with the Corporate Management Team
- Facilitated strategic conversations with the staff team of the CAO
- Designed, facilitated and documented multiple public meetings related to bylaw changes in the areas of animal control and tourism
- Facilitated strategy sessions with the Leadership Council of Guelph Wellbeing
- Designed and facilitated multi-stakeholder strategic planning with Community and Social Services, as well as with Operations
- 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*

Guelph Community Foundation, 2015-2016

- Facilitating reflective analysis and planning with the Board, external stakeholders and internal staff, leading to renewed strategic priorities on the occasion of the organization's 15th anniversary

Guelph Community Health Centre, 2015

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

Community First: Impacts of Community Engagement, 2015

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

The Seed Community Food Centre, 2015

- 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

Community of Hearts, 2015

- 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

Guelph Independent Living, 2015

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

Joint Protocol for Student Achievement*, 2015

- 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

FLEdGE, 2015

- Facilitated an outcome-based planning session for this international collaborative team related to sustainable food systems

Learning Disabilities Association of Wellington County, 2015

- 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

Kitchener Downtown Community Health Centre, 2015

- Facilitated staff engagement sessions aimed at improving internal communication processes

Town and Gown Committee of Guelph, 2015

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

World Vision Canada, 1998-2012, 2015

- Successfully 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.

Student Life, University of Guelph, 2012, 2013, 2015

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

YMCA/YWCA of Guelph, 2013, 2015

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

Local Immigration Partnership Guelph Wellington, 2014, 2015

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

Beginnings Family Services, 2014

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

Elora Centre for the Arts, 2014

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

County of Wellington*, 2010-2011, 2013-2014

- 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

Social Planning Council of Cambridge and North Dumfries, 2014

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

Social Planning Council of Oxford County, 2014

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

Waterloo Region Nurse Practitioner-Led Clinic, 2014

- Facilitated and designed an organizational sustainability plan

Wellspring Productions, 2014

- Facilitated a focus group to help a large Wellspring client active in the field of international development clarify a new brand identity

Give Back Village, 2014

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

Grace Community Church, Guelph, 2014

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

Physician Recruitment Committee of Cambridge and North Dumfries, 2014

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

Kindle Communities Organization*, 2014

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

Telemedicine Advisory Committee, St. Joseph's Health Centre, 2014

- Provided facilitation and strategic advice services

Region of Waterloo Public Health, 2013

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

Langs*, 2011-2013

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

Wellington Dufferin Guelph Public Health, 2011, 2013

- 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

AIDS Committee of Guelph Wellington, 2012-2013

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

Association of Public Health Epidemiologists of Ontario, 2012

- Facilitated strategic planning for a provincial professional association of epidemiologists

Waterloo Wellington Regional Diabetes Coordination Centre, 2012

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

Eramosa Engineering, 2012

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

Community Funders' Network, Guelph, 2010-2012

- 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

Community and Criminal Justice Program, Conestoga College, 2012

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

Family Counselling and Support Services of Guelph Wellington, 2012

- Facilitated strategic planning with Board and staff

World Vision International*, 2000-2009, 2012

- 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

Other Relevant Employment Experience

Instructor, Online facilitation skills courses, Ongoing

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

Instructor, University of Guelph, 2007

- Developed and taught a fourth-year Sociology seminar entitled "Gender and Change in Rural Canada"

* In collaboration with JPMC Inc.

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

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”

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

- 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), 1990

Professional Development

- **Insights for Innovation**, IDEO (2015)
- **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

Professional Affiliations

- Certified Professional Facilitator, International Association of Facilitators (2013)
- Member of the International Association of Facilitators
- Member of the International Association for Public Participation (IAP2)

Selected Volunteer Experience

- **Board Member, Guelph Community Christian School, 2013-Present**
- **Trainer, Beginnings Family Services, 2010-Present**
- **Mentor and Facilitator, Grace Community Church, 2008-Present**
- **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.