



Building & Leading Sustainable Organizations Workshop: "The Sustainability Score Card™"

Friday, November 20, 2009, The Old Mill Inn, Toronto: 8:30 a.m. - 5:00 p.m.

Workshop overview

A sustainable organization is one that holds the "creative tension" between short-term objectives and long-term viability for the growth and health of all of its employees, customers, stakeholders, and community. To have this kind of perspective, organizations need leaders who understand not only markets and innovation, but also the Sustainability Score Card™, its related cultural and organizational imperatives, and transitional learning that moves an organization to higher-scoring sustainability levels.

Content

- Evaluation of participants' organizations on the Sustainability Score Card™
- The organizational impact of Gen X and Millennial generations in the workforce
- Leadership and management characteristics that build a sustainable organization
- A systemic approach for an organization to attain higher-scoring sustainability levels
- Cultivating complex adaptive systems aligned with the traditional management hierarchy for long term stability
- Linking to policies and practices in organizations
- Each of these areas of focus will involve participants in experiential, hands-on applications from their own organization. Interwoven into each topic will be opportunity for a dialogue on key practices, and emergent learning and reflections.

Who's it for?

Anyone who considers themselves to be a leader in their organization, whether it be not-for-profit or corporate.

Benefits

- Insight into the latest thinking on Sustainability and the Sustainability Score Card™
- Practical application of your workshop learning, including plans for further action within your own organisation

Booking

- Fee: Can\$495 per participant, including coffee, lunch, and materials
- Before September 18, 2009: 15% discount; >1 attendee/organization: 10% discount
- Cancellation: Before Oct 5, 2009, full refund; Oct 5 to Oct 19, 2009, 50% refund; from Oct 20 to Nov 20, 2009, no refund

For further information please call 905-908-2172 or email pasmith@tlainc.com

Workshop Leaders



**Consultant and Professor Carol Ann Sharicz
Suffolk University, Boston, USA**

Carol is a senior consultant and professor who specializes in organizational systems, linking strategy to organizational processes, cultural change and trends in the dynamic work environment. Her clients span healthcare, financial, high tech, federal and state governments, education, energy, and consumer product organizations. Carol is also an Associate Professor at Suffolk University in Boston and has done extensive research, consulting, and teaching in several of the former Soviet Union countries, Russia, Japan, Europe and Australia. Prior work experience includes being a senior training instructor for Motorola, Inc.



**Peter A.C. Smith
President, The Leadership Alliance Inc.
www.tlainc.com**

Peter maintains a worldwide consulting practice assisting organizations enhance performance by optimizing activities related to critical innovation and sustainability drivers such as knowledge management, organizational learning, and complexity leadership. Clients include Bank of England, BT, City of London (UK), AT&T, IKEA, and CIBC. Prior to establishing a consulting practice Peter held various senior positions with Exxon in New York and across N. America. He was a founding associate of Peter Senge's Organizational Learning Center and member of Dr. Russel Ackoff's consultancy Interact Peter is editor on three top ranking academic journals and is in demand internationally as a speaker, workshop leader and conference chair.

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