

Workshop Schedule

All workshops are from 8:45 am – 4 pm at all locations.

Workshops and Presenters	Victoria	Burnaby	Nanaimo	Langley
	Queenswood 2494 Arbutus Road	Executive Hotel and Conference Centre 4201 Lougheed Hwy	Coast Bastion Inn 11 Bastion Street	Newlands Golf and Country Club 21025 48th Avenue
LEADERSHIP <i>Organizational Culture: Impacts on Performance</i> Phil Cady	Tuesday March 23	Thursday March 25		
GOVERNANCE <i>Rising to the Challenge: The New World of Non Profit Governance</i> Trudy Gahlinger	Tuesday April 27	Thursday April 29	Tuesday October 26	Thursday October 28
FINANCIAL MANAGEMENT <i>Fundamentals of Fund Development</i> Judy Lightwater	Tuesday May 18	Thursday May 20	Tuesday June 22	Thursday June 24
EVALUATION <i>Performance Measurement to Lead Change</i> Warren Helfrich	Tuesday September 21	Thursday September 23		
HUMAN RESOURCES <i>Building Innovative Teams</i> Christopher Aesoph	Tuesday November 2	Thursday November 4		

Please note: Workshop dates and locations are subject to change. Participants will be notified by e-mail of any changes.

Workshop partners



Coast Capital Savings is Canada's second largest credit union with total assets under administration of \$12.3 billion, more than 400,000 members and 50 branches in the Metro Vancouver, Fraser Valley and Vancouver Island regions of British Columbia. Product innovations from Coast Capital Savings include Canada's first free chequing account from a full-service financial institution; the country's first flat-fee, unlimited transaction business account; and a high-interest, no-fee savings account. The credit union was named one of BC's Top 50 Employers in 2009 and is among Canada's 50 Best Managed Companies. Coast Capital Savings has also been designated a Caring Company by Imagine Canada. To learn more, visit www.coastcapitalsavings.com.



The Centre for Non Profit Management (CNPM) is dedicated to building the leadership and management capacity of BC's non profit sector. CNPM's work involves skill and knowledge development and training on a wide range of relevant topics. CNPM has a strategic partnership with the University of Victoria School of Public Administration. CNPM hosts the Voluntary Sector Knowledge Network, a compilation of the "best of the best" websites for non profit management at www.vskn.ca.

Helping the Helper

2010 Workshop Series for Non Profit Leaders



Stronger Non Profits Building Communities

Last year's economic downturn plowed through BC's non profit sector, leaving severely limited resources in its wake, and the need to rebuild capacity. It's time to give your non profit the added muscle you need.

Over five years, we've offered 50 workshops to over 3,000 participants. Coast Capital Savings and the Centre for Non Profit Management are proud to offer this relevant, high quality, and affordable training for non profit leaders.

Our 2010 workshops address the leadership challenges of organizations under stress. They are designed to help your non profit build leadership skills to strengthen your organization.

Strengthen your resilience and increase your knowledge base and skills in one or more workshops offered in Victoria, Nanaimo, Burnaby and Langley.

For more information about the Helping the Helper Series contact:
The Centre for Non Profit Management
PH 250.721.6449 E-MAIL info@cnpm.ca WEB www.cnpm.ca

About the workshops

Why attend?

- Increase your knowledge
- Learn new strategies
- Explore relevant case studies
- Gather useful materials
- Acquire new contacts
- Gain practical skills

Who should attend?

Senior staff, board members and volunteers of small to medium size non profit organizations

LEADERSHIP

Organizational Culture: Impacts on Performance

In this highly interactive workshop, participants will explore the often elusive but critical role played by the organization's culture in rendering its services and programs.

Participants will assess the culture of their own organization and begin to identify levers for change, if needed. Share best practices and learn how to shift your organization to a self-defined, ideal culture for productiveness, service quality and healthy work environments.

Participants will:

- Learn how organizational culture is created, managed and led
- Assess the culture of their own organization
- Define the ideal culture for excellence in service for their client base
- Identify pragmatic levers for change and improvement

Phil Cady CD, BSW, MA, President of CLSWEST, has worked with organizations from nearly all sectors in several countries. As a designer of leadership assessment tools, a facilitator of large and small group interventions and an Associate Faculty member at Royal Roads University, his passion for creating healthy, productive organizations has made him one of the most active facilitating consultants in Western Canada.



Phil Cady

GOVERNANCE

Rising to the Challenge: The New World of Non Profit Governance

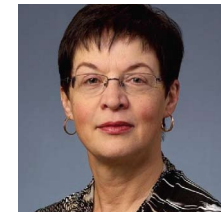
In contrast to the traditional view of boards as monitors and stewards, we are entering a new world of board members as leaders and visionaries. We will examine how boards can maximize their ability to support organizational goals.

An emphasis will be on the key steps in moving a board forward to provide strategic direction. Participants will have the opportunity to assess their board's readiness to take on a more dynamic role.

Participants will:

- Learn the four major reasons why boards have changed
- Complete a questionnaire which highlights their board's current roles
- Develop a strategic framework to guide their board in making effective decisions

Trudy Gahlinger is a skilled consultant to public and non profit sectors, specializing in providing services on board governance, strategic planning and organizational effectiveness. In addition to her consulting role, she teaches in the Faculty of Management at University of Lethbridge and the Certificate in Non profit Management at Mount Royal University. She often serves in a leadership position on the Board of Directors.



Trudy Gahlinger

Cost

\$ 75 per workshop

- Each workshop includes materials, refreshments and lunch.
- Participants who register for any five workshops or organizations who register five participants will receive an additional 10% discount.

- Coast Capital Savings members who attend are eligible for a one-on-one consultation with the credit union's non profit banking specialists. Ask for more details at the workshop.
- A limited number of bursaries are available. For more information, e-mail Ellie Langford Parks at eparks@cnpm.ca.

FINANCIAL MANAGEMENT

Fundamentals of Fund Development

Diversification of funding sources and building relationships with donors are key elements in effective fund development. Learn about the continuum of revenue sources, which includes government grants and contracts, fee for service, social enterprise, cash and planned gifts, foundation support, service clubs, professional associations and corporate participation.

At a time when government grants are shrinking, this workshop will help you define the roles of staff and board to maximize revenue generation. You'll learn how to create an effective fund development function.

Participants will:

- Assess their own readiness to pursue diversified fund development
- Write effective applications, appeal letters and client profiles
- Learn how to build and maintain relationships with donors
- Identify the obstacles to effective fund development and how to overcome them

Judy Lightwater has been helping organizations raise funds for 30 years. As a staff member, board member and consultant, she has worked with more than 100 non profits since 1978. She insists upon chocolate at all meetings, along with acknowledgement of the enormous contribution that the non profit sector makes. Fundraising can be fun!



Judy Lightwater

EVALUATION

Performance Measurement to Lead Change

The environment for non profits is increasingly challenging and complex. Meeting these challenges often requires changing direction, but change in the absence of a clear roadmap can lead to unintended consequences and reduce the chances of success.

This session will address how strategic directions can be translated into targeted, achievable and measurable indicators that allow organizations to benchmark their progress.

Participants will:

- Translate strategic goals into targeted, measurable indicators
- Learn to apply tools for achieving meaningful change
- Explore how performance measurement has been successfully used to lead change

Warren Helfrich is a human services researcher, consultant and trainer focusing on performance measurement, organizational behavior, leadership, program evaluation and human services accreditation.

Based out of Penticton, Warren is a trainer and surveyor with the international accrediting body CARF and a sessional instructor with the University of Calgary. Warren holds a Masters of Social Work degree and now is a PhD Candidate.



Warren Helfrich

Register today at www.cnpm.ca

Please note that space is limited for each workshop. You may register up to three days prior to the workshop date. For more information, call The Centre for Non Profit Management at 250.721.6449.

HUMAN RESOURCES

Building Innovative Teams

In an unpredictable economy, supporting teams to be flexible is important. Teams that stay creative will pass through tough times more smoothly. Participants will examine strong teams from many sectors and learn what to do to create the conditions for risk-taking and innovation.

During times of stress, it's easy for team members to pull apart. Instead, teams can build on each other's strengths and look for creative alternatives. Participants will play a mind-bending game that encourages creativity and hear solid research on what elements must be present for a team to excel.

Participants will:

- Examine how to promote open and creative teams
- Consider your best option in teamwork tools
- Evaluate their team's capacity to tolerate stressors
- Be inspired by successful teams and find out how they defied challenging conditions to thrive

Christopher Aesoph, MA, has worked as both a family therapist in the non profit sector and a corporate consultant in Canada and the USA. With twelve years as a therapist and fourteen years as a management consultant, Chris has worked with remarkable and industry leading teams in both countries.



Christopher Aesoph

