



#32 – August 18, 2008

This edition of the Big Scoop revisits the Co-op's Leading Change 2007 event, held over a year ago. We invited Crystal Janes to share her experience of taking part in a Vancity leadership course (a follow-up from LC2007 discussions on cross-industry learning opportunities). We also connected with Nancy Gale to find out more about her follow-up work in Williams Lake on work-life balance.

## → **The Transactional Leadership Journey** by Crystal Janes

Prior to entering the 12th floor training room at the Vancity head office in Vancouver on Day 1 of the credit union's new Transactional Leadership Course offered to their emerging staff, I was asked to do some preparation – a 360 degree performance review, a personality profile and an action learning project. This was more than I expected when I embraced the opportunity to fill the one seat in the course that Vancity offered the Co-op for an emerging leader in community. The value of these steps soon became clear.

The personal preparation became the cornerstone of the six-day course. It was referenced throughout the series of activities, themes and components. It made the experience real and reflective of my work back at the office. At the end of the course I completed a personal development plan, to guide the growth of my leadership skills over next several months. I couldn't have expected a more relevant and personal experience.

My journey continues. I refer daily to my personal development plan and am preparing to meet with my peer group from the course for discussions of our progress and challenges since June. My peers, direct reports and manager have all been invited to provide feedback in the coming months based on my plan.

## → **Sharing Stories of Passion**

We have shared your **stories from our Passion for Work Week** (PDF link) on our LC2007 **website**. Now consider sharing your

stories with the **Royal BC Museum** stories-based initiative as part of their BC150 activities.

## → **Taking Work-Life Balance to Heart**

At Leading Change 2007, Nancy Gale connected with Carol Matusicky, then the executive director of **BC Council for Families**. One thing led to another and in true open space fashion, a workshop was held in Williams Lake in October 2007 with Carol as the guest speaker.

Carol's interactive lecture addressed questions like: What changes have occurred in the workplace? What are the new census data telling us? What new pressures are workers and families facing now?

Lunch also featured a 20 minute health walk (!) and the afternoon small group discussions generated over 100 ideas that could be used in small to medium sized organizations. Involving staff in the design and development of an initiative and a small, but tangible investment of resources by the employer were seen as prerequisites for any work place health initiative.

## → **Get Ready for a Busy Fall**

Some calendar reminders for you. October 21 at 4:00 pm is our AGM. The day before is Volunteer Vancouver's *Governance as Leadership workshop* (we are still offering registration discounts to members – email **Justin** for details). Also, Enterprising Non-Profits has announced their schedule of fall orientation sessions. **Click here** to find out more.