



Linda Vanderlee, MA
Services for Organizations

Within the context of constant change, the responsibility for capacity and resilience building cannot be solely on the individual employee. I help you broaden the conversation by considering the whole system: your leadership, your employees and your overall workplace environment (workload, communication, priorities). Together we design a process that allows you to creatively explore and make adjustments to how each aspect influences and contributes to the health of your organization and the sustainable outcomes you seek.

Process Consulting is an in depth process of helping a leader and their group think about the course of action that will help them identify and achieve their vision. Most often the client is looking for help attaining some kind of change or transformation in their system (group, organization, community).

Process consulting is done in partnership with the client, be that one person or a small group of representatives of a larger system. Together we explore the patterns that are helping or hindering your progress and develop new habits that are more aligned with your vision. As the awareness and skills become integrated into your everyday life, support systems are put in place to help you to maintain and continue evolving your effectiveness. Common areas of focus are:

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| ■ Teambuilding | ■ Exploring Creativity and Innovation |
| ■ Vision and Values Identification | ■ Developing Peer Support Circles |
| ■ Leadership Development | ■ Learning Styles |
| ■ Interpersonal Communication | ■ Conscious Conflict |

Coaching could be with individuals or a team. Coaching typically consists of co-creating the opportunity for both dialogue and learning to take place. The coach's role is to listen, ask questions, make observations, and support you. We may also offer information, resources, or action suggestions. Coaching dialogues cover topics such as envisioning your best life, work/life balance, self-care, effective leadership and management, decision making, learning style, problem solving, conflict resolution, communication, and interpersonal relations. Coaching tends to be an emerging design, one that concentrates on current and relevant events as they happen. We work with a plan but move with the rhythm and pace of your needs as they surface.

Facilitation is often solicited when a group has a problem to solve or if there are difficult dynamics to work with. Some groups seek out facilitation when they want to develop their group process skills. Having a facilitator can help make sure airtime is shared, that dialogue is encouraged, decisions clear, and that time frames are respected.

Facility Rental My rural space (30 minutes north of Ottawa) is available for groups of about 10 people who are looking for a rustic, rejuvenating environment in which to work, rest or play. It is available on half or full day basis, with or without facilitation and food services.

Credentials

With over thirty years of experience in the field, Linda has an excellent understanding of the theory and the practice of group dynamics and the change process. A life long learner herself, she completed her Masters of Arts in Organizational Effectiveness in 2000. Expressive Arts Practitioner Certification (2013), Executive Coaching Certification in 2005 (Life Skills Coaching 1985) and various other training (Art of Hosting, Appreciative Inquiry, Focusing, Mediation, NVC)

Partial Client List

| Non profit sector | Public and Private sector |
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| <ul style="list-style-type: none">● Amethyst House● Amnesty International● Canadian Organic Growers (COG)● Canadian Parks & Wilderness Society (CPAWS)● Canadian Grandmothers for Africa● Carlington Community Health Centre● Council for Canadians● Council for the Arts in Ottawa● Community Health and Resource Centre Coalition● CUSO International● Grannies Advocacy Network● Immigrant Settlement and Adaptation Programs● Inspire Social Services (Cornwall)● LASI World Skills● Legal Aid Cornwall● MASC - Multi Arts in the Community● Mines Action Canada● Multiple Births Canada (MBC)● New Democratic Party (NDP)● Ottawa Child Care Association (OCCA)● Outaouais Health and Social Services Network● Propeller Dance● VSO | <ul style="list-style-type: none">● Aboriginal Human Resource Development Council of Canada● Adobe● Bank of Canada● Canada Revenue Agency (CRA)● Carleton University● Citizenship and Immigration Canada (CIC)● Conference Board of Canada● Environment Canada● Health Canada● Human Resources and Social Development Canada (HRSDC)● Indian Residential Schools Resolution Canada (IRSRC)● Immigration and Refugee Board● Industry Canada● La Siembra● Midwifery Coalition● National Judicial Institute● Queensway-Carleton Hospital● Public Service Alliance of Canada (PSAC)● Public Service Commission● PWGSC● Treasury Board of Canada |