

## **Integrating Change in Organizations**

February 25 to 26, 2010

Ottawa, Ontario

This pilot program is an opportunity to learn about change and the importance of integrating change in organizations, and to hear some of the latest thinking of Mel Toomey, founder of Generative Leadership Group and designer of an accredited Master's degree program in Organizational Leadership.

Mel has been doing some profound thinking about change and the challenge of integrating change into the human and business systems of organizations, and wants to share that with an interested and involved group of people, both to contribute to your own leadership and to get your feedback and thinking on this new topic.

This 2-day program is \$300 CAD, which just covers our costs. Subsequent offerings of this program will be considerably more, but because this is the pilot, we want to make it as affordable as we can.

If you have a friend or colleague that you know will not want to miss this opportunity, don't hesitate to send this invitation along to them as well. If you have questions, please feel free to contact me (contact info below) or Mel Toomey directly at [m\\_toomey@glg.net](mailto:m_toomey@glg.net)

Information about the program follows, along with an enrollment form.

### **INTEGRATING CHANGE**

*Corporate North America's Undeclared Strategic Imperative*

#### **Logistics**

Timing and Location: February 25th, 26th, 2010. Brookstreet Hotel, Ottawa.  
[www.Brookstreet.ca](http://www.Brookstreet.ca)

Hours: Plan on 8:30- 5pm. Hard start at 9:00 a.m.

Agenda: Plan on 9:00-12:00 for learning with a break, 12:00-1:00 for lunch, 1:00-5:00 for more learning with a break.

Cost: \$300 for the 2 days, including continental breakfast, lunch and afternoon refreshments. If you would like to stay overnight, your hotel expense is on your own.

This price just covers our expenses, as this is a pilot program.

## **Context for the Workshop**

One need only look back at their direct experience to see how change is accelerating. When asked the question, “Will it stop?” most organizational leaders answer, “Not likely”. Change and the rate at which it is occurring can no longer be addressed with the thinking we have brought to it thus far.

Research in combination with coaching senior leaders and facilitating large-scale change has contributed to the Center for Leadership Studies’ understanding of change integration.

This pilot program will provide some valuable insight based on this understanding and research. The essence of what we have learned is fairly simple and, in retrospect, perhaps even obvious.

Organizations have all the key attributes of societal formations and are therefore subject to the variability and unexpected change that comes with human interaction. Societal formations require communication for their existence.

As the ease and speed of communication increases within and between organizations, there are two direct correlations:

- An increase in the need to integrate change.
- An increase in the emergence of specialization.

... and a paradox:

- Specialization contributes to maintaining reliability, predictability and certainty.
- Specialization impedes the integration of change.

While these statements are, on their face, simple, the implications arising from them are complex, daunting, and paradoxical. How and why is it that change and specialization, the by products of communication, are antithetical?

Today a company's and an individual's success is increasingly dependent on the effectiveness of their ability to integrate change – and to do this faster than ever before.

In this pilot program you will learn proven ways to be more effective.

**Mel's bio:**

Mel Toomey, designer of the MA in Organizational Leadership (MAOL) program is Scholar in Residence at the Graduate Institute in Southbury, Connecticut, where he works to advance his methodology for rapid leader development. Mel is the founder of The Center for Leadership Studies, which provides the research, development and program material for MAOL. He is also the founder of Generative Leadership Group where he works closely with its managing partner, to evolve the field of leadership through advisory, consulting and developmental services.

See: <http://www.maol.net/about-center-for-leadership-studies> for more information on the Masters of Arts in Organizational Leadership Program. See <http://www.GLG.net> for more information about the Generative Leadership Group.

**WELCOME TO "INTEGRATING CHANGE"**  
February 25-26, 2010, IN Ottawa, Ontario

*Please Print Clearly*

Last Name: \_\_\_\_\_ Name you prefer to be called: \_\_\_\_\_

Company/Organization \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_

Office Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

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You may pay by check, money order or credit card.

*If paying by check or money order*, fees must be in US Dollars. Please make your check out to **Center for Leadership Studies**, and send it with this form, to 50 Division Street, Suite 202, Somerville, NJ 08876

*If paying by credit card*, the course fee will be converted into US Dollars.

Please indicate type of card:  MasterCard       VISA       American Express

Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Name as it appears on the card \_\_\_\_\_

*Please print clearly*

Authorized Signature \_\_\_\_\_

**Please mail, e-mail or fax enrollment form and payment to:**  
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