

gingergroup

COLLABORATIVE



Who We Are

## Ginger Group Collaborative: A Community of Practice

The Ginger Group is a dynamic collaboration of 20 planners, organizational development specialists, facilitators, educators, evaluators, coaches and change agents with significant community and global experience. The Ginger Group is a non-profit community of practice that is committed to fostering learning and growth about complex, dynamic living systems. Since 2001, we have been honing our capacity to accelerate change that has social value within the multi-dimensional workplaces and communities to which we relate. Ginger Group affiliates have diverse backgrounds in organizational development, leadership, management, community planning, behavioural sciences, education and more.

Our community of practice brings together individuals who share a common interest in sharing ideas, knowledge and best practices. The Ginger Group Collaborative has been growing and learning together from the intersection between cutting edge theory, our own research, our own experiences, and most importantly, our burning questions. As a network, we complement each other's expertise and learn from our collective experience. Twice a year, at different locations across Canada and the US Pacific Northwest we host a Ginger Group Inquiry, where our affiliates and colleagues gather topic and learn together. As a the boundaries of our own



We're willing to push to our journey together, like life print. We endeavor to live whole being and work with exploring multiple forms of benefits. We share a commitment to call forth greater capacity in ourselves and others, and to reach our deepest potential for understanding, empathy, growth, action and change in the world. Using this approach, the Ginger Group Collaborative partners with each other, organizations, communities and systems seeking significant change or development.

edges and recognize that the itself, is an adventure not a blue with emergence to recognize the mind, heart, body, and spirit, expression and to realize its

A Social Enterprise arm has been created among affiliates throughout Canada and in the Pacific Northwest. We build on our national and international experience with public, non-profit and private sector organizations, to help our clients develop capacity, foster innovation and breakthrough results. Inquiry is the essence of our work.

We seek to understand and live/work with complexity in all its manifestations in living human systems (in organizations, communities, multi-party structures etc). Our working philosophy embraces:

- an integral approach which acknowledges many ways of knowing and fields of knowledge (biological, cultural, psychological, spiritual), not only left brain analysis. This approach applies to the individual

and the collective at many different stages of development, diverse perceptions, in different life conditions, over time. Link to: [http://integralwiki.net/index.php?title=Integral\\_theory](http://integralwiki.net/index.php?title=Integral_theory)

- Spiral dynamics – Spiral Dynamics integral (SDi) is a wholistic bio-psycho-cultural-social meta-framework that provides context for most other frameworks of human systems. SDi is derived from complexity theory and explains how intelligences, capacities, values and structures self-organize, transcend and include prior levels of complexity, and emerge new orders of human dynamics. As a fractal system, SDi has tools and technology for scanning individual, group, organization, community and national values, culture and change states. We are a partner with Spiral Dynamics Integral and Integral City <http://www.integralcity.com>. For more information visit <http://www.spiraldynamics.net/> and <http://www.wie.org/j22/beck.asp>.
- SAS<sup>2</sup> (Social Analysis Systems), a powerful set of concepts and techniques for collaborative research and social action. SAS<sup>2</sup> applies dialogue and structured thinking to create solutions appropriate to the resources, goals and aspirations of the people involved. It supports rigorous social analysis and the engagement of stakeholders to define, design and implement advanced learning and action projects. SAS<sup>2</sup> is used in many different fields in Canada and overseas: for strategic planning, social action research, monitoring and evaluation, project planning and conflict resolution. The Ginger Group Collaborative is a collaborating partner of SAS<sup>2</sup> International, a body providing institutional support to the ongoing development of SAS<sup>2</sup>. For more information visit <http://www.sas2.net/>

**Values And Principles** that underlie Ginger Group learning and work include:

<b>learning is social</b>	We are a peer learning community. We learn from one another in a spirit of open inquiry.
<b>reflective inquiry</b>	We incorporate reflective practices into our learning, drawing on processes of dialogue, journaling, active-listening, creative processes and lots of “time out” from group activities.
<b>responsibility is shared</b>	Each of us accepts personal responsibility for our own learning and professional development, and for contributing to the group purpose.
<b>generosity</b>	We work, learn and share in a spirit of openness and generosity. Everyone brings what they can and is valued for their perspective. We learn from diversity.
<b>inside out and outside-in</b>	The external world reflects our internal world. We look both outside and inside for influencing forces when assessing collaborations. We draw on our internal worlds as a source of learning and change: “We must become the change we seek.” We create a safe space for full expression.
<b>emergent design</b>	Complex environments are not easily understood. We value multiple perspectives, time for reflection, trial and error. We design learning experiences that push at the boundaries of our experience and fan the creative sparks. We hold our agendas loosely and welcome side-trips. We are always evolving, never “arriving.” We acknowledge that mystery sits with us in the act of creation.
<b>respecting confidentiality</b>	We respect the privacy of information that we share about our work and our clients.
<b>freedom of affiliation</b>	Our affiliates look for opportunities to work together but maintain our professional independence and affiliations
<b>community of practice</b>	We are a community of practice, a collaborative-in-development. As we learn and work together we encounter the challenges, puzzles, conflicts and “ah-hahs” of any collaborative venture. We are a learning laboratory where we can experiment with designing, leading and supporting each other.

The Ginger Group Collaborative website [www.gingergroup.net](http://www.gingergroup.net) provides details about our people, our priorities and our purpose.

# A SOCIAL ENTERPRISE WITHIN THE COLLABORATIVE

## OUR VISION

As the social enterprise arm of the Ginger Group Collaborative, we develop human and social capital in the interest of human progress throughout the globe. We are catalysts of transformation, who hold ourselves and our clients accountable to:

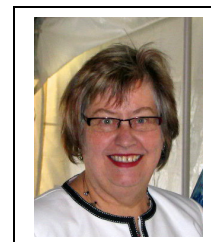
- Align around a common purpose to create and sustain social value (not just private value)
- Recognize and pursue new opportunities to serve that purpose
- Raise consciousness and awareness to collaborate and generate new opportunities to serve that purpose
- Engage in a process of continuous innovation, adaptation, and learning,
- Act boldly with integrity
- Exhibit a heightened sense of accountability to those we serve and for the outcomes created, and
- Build the capacity to take risks

## WHAT WE OFFER – OUR PRODUCTS AND SERVICES

<p><b>Explore Meaning-Making and Purpose</b></p> <ul style="list-style-type: none"> <li>▪ Consultant Professional Development</li> <li>▪ Building Individual Capacity &amp; Awareness</li> <li>▪ Inquiries and Design Studios</li> <li>▪ Mission, vision and values work</li> <li>▪ Leadership and Learning</li> <li>▪ Coaching</li> </ul>	<p><b>What You Say and What You Do</b></p> <ul style="list-style-type: none"> <li>▪ Action Learning (<i>individual and group coaching and mentoring in <u>real time-real work</u></i>)</li> <li>▪ Experiential designs and learning sessions for groups (large and small)</li> <li>▪ Building individual &amp; team capacity for adaptability</li> <li>▪ Process design and facilitation</li> </ul>
<p><b>Group Culture, Roles, Expectations</b></p> <ul style="list-style-type: none"> <li>▪ Assessing Readiness-for-Change</li> <li>▪ Peer to-Peer Coaching</li> <li>▪ Developing a Learning Culture</li> <li>▪ Culture Change—Building Trust</li> <li>▪ Enhancing Group Dialogue</li> </ul>	<p><b>Tangible and Measurable Outcomes</b></p> <ul style="list-style-type: none"> <li>▪ Organizational Readiness-for-Change</li> <li>▪ Strategic planning</li> <li>▪ Implementation</li> <li>▪ Assessment &amp; Evaluation</li> <li>▪ Triple bottom line</li> <li>▪ Smart &amp; Emotionally Intelligent Strategies</li> </ul>

## **Ginger Snaps**

**Diana Smith, M.A.(Public Admin), BSc., CMC** - Diana combines considerable experience in consulting, facilitation, action research and teaching to develop competencies and capabilities that have a high impact on results. She builds on her 25 years' experience in management, teaching, training and leadership at community, national and international levels. She explores the theory/practice linkages of systems thinking, change leadership, governance, large group processes, partnerships, collaborations and nonprofit sector issues and has a continuing interest in complexity and integral thinking and its application to organizations and communities. Diana is an adjunct faculty at University of Victoria and Royal Roads University, Victoria, B.C.



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**Jean Singer, M.A., M.ARCH.** - Jean is a Seattle area based organizational consultant whose dynamic participatory designs set the conditions for discovery, learning and change to emerge on an individual and collective level. Working in private and public sectors, Jean's strength lies in process design and facilitation that is well grounded in organizational theory and group dynamics. She combines this knowledge base with her capacity to innovate, initiate, energize and mobilize people to engage with each other towards their common aims. Jean's work centers around leadership development, organizational culture change, effective governance and strategic planning. She has developed and guided custom-designed capacity building programs for nonprofit and for-profit leadership and community groups in team integration, organizational inquiry, project management and collaboration. Her on-going graduate level teaching includes adjunct and guest faculty at Antioch University and the University of Washington, respectively.



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**Michael Keller, M.A.** - Michael is a Victoria-based innovative consultant, catalyst, and educator dedicated to building collaborative, multicultural relationships supporting personal, professional, and organization effectiveness. Michael's work is informed from having lived overseas, in Nepal and Tibet, for ten years. While overseas, he completed a Masters in Intercultural Communications and consulted privately in organizational development – with an emphasis upon multicultural dynamics and cross-cultural adjustment support for ex-pats. He works in a wide variety of client contexts: municipal, provincial, and federal governments, non-profit organizations, financial institutions, public health authorities, educational institutions (high school, college, universities), youth development agencies, resort tourism, and HR management associations...just to name a few. He also offers “coaching-for-success” to individuals, executives, and teams. Michael is an adjunct faculty in the MALT program at Royal Roads University.



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