



Lehtonen

management consulting

HOW TO DO TRANSFORMATIONAL TEAMBUILDING Facilitating Meaningful Dialogue, Peacemaking and Problem Solving

- April 26-30, 2010 at Monika's Farmhouse, Kitchener, On
- May 17-21, 2010 at Sweet Dreams Luxury Inn, Abbotsford, B.C.

With Linda Lehtonen

What Will You Take Away?

A tried and true, step by step, proven process to help teams grow and heal in record time:

- a template for teambuilding based on over 30 years of experience
- Structured activities for dealing with issues related to goals, roles, leadership, relationships, and interpersonal conflict
- Increased consciousness and confidence as to how you use your energy as a facilitative leader and help groups have courageous conversations
- An increased ability to help teams get to and let go of their issues and become productive
- A comprehensive, practical, scripted, step by step booklet

About this Program: In a nutshell

This workshop is a transformational experience for anyone wanting to deeply learn about leading, working with or being in teams, and about team building, whether you are a seasoned practitioner or a beginner. You also will learn how your own state deeply affects the group (self as instrument). This experiential workshop follows a step by step process combined with theory and practice, based on Linda Lehtonen's 30 years' experience working with groups. All of the work is rooted in five, deep, principles which guide the practitioner/leader in helping shape the teams' and your own development.

What Linda Lehtonen has to say about this work:

With over 30 years experience, working with groups in all kinds of organizations, with all levels of the hierarchy, I am still in awe at the miracles I witness watching groups of people in organizations turn themselves around from profoundly unhappy, non trusting, non productive, fearful, angry, apathetic people to those of hope, faith, goodwill, compassion, kindness and curiosity, and willingness to work together. In only a few sessions!!

Working with hundreds of teams has helped me to finally isolate all of the ingredients that contribute to the kind of team transformation that others have referred to as 'amazing', 'remarkable' and 'unbelievable'. Of all the different kinds of change efforts I have been involved in, group process work, often called 'teambuilding' has given me the most insight and faith in the possibility of humans to live in their higher states of wisdom, compassion, creativity, integrity and love. These values and attitudes greatly contribute to bottom line results! This workshop pulls all of my years of learning together in a full, deeply insightful 5 days.

What You Will Learn

In a vibrant learning community that we will create together, we will learn:

- What a transformational process is, and how it is different from typical change efforts – models for transformational change for individuals and organizations.
- How to use our energy as transformational change agents by strengthening our access to inner wisdom, increasing our consciousness, refining our use of power, and working from a place of love and compassion.
- The Five Guiding Principles – learn to use yourself as an instrument to work from a place of grace and ease without becoming invested in the toxicity or “stuckness” of the group. Learn to use your energy to be able to help create dramatic results in teams.
- What to Look for in Groups – the 5 key trouble spots in groups and how to diagnose them.
- The “Kit Bag” of the Facilitator – knowing what helps and hinders – the key competencies of the facilitator.

How to Structure and Facilitate the Teambuilding Process:

1. Client Contracting – getting everything on the table before you start – asking the hard questions and getting clear about wants – theirs and yours.
2. Proposal Writing – how to inspire faith in you in your client.
3. Identifying Needs – interviews, surveys – how to get the whole truth.
4. The Structure – standard activities to create safety, openness, honesty and goodwill at the outset.
5. Facilitating and Tracking the group’s process – knowing when to intervene, when to stay out, when to confront, when to support and how to read the group’s energy.
6. Intervention Activities that work – key structured activities to keep in your “kit bag” and knowing when to use them- on values, leadership, vision, conflict, problem solving, role negotiation, responsibility charting, inter-departmental conflict etc.
7. Closure–learn how to help each individual take responsibility for the successful implementation of group agreed-actions, and agreements, and how to prevent backsliding.

Who Should Attend?

This program is designed to help practitioners/leaders/team members get to the root and heart of the issues facing groups in organizations. Anyone in the role of consultant, mediator, facilitator, trainer, organizational leader, supervisor, project leader, human resource and organization development practitioner and team members will benefit greatly from this hands-on, practical, beyond the basics approach to teambuilding.

What Recent Participants Have to Say:

“Linda is a master facilitator with a gift for compacting her years of experience into a week of learning designed to take facilitators at a variety of levels up several notches. She meets you where you are and supports you in reaching the goals you set for yourself. She creates a nurturing learning environment where facilitators gain greater awareness of self and others. You will gain experience in knowing when to speak and when to let silence be. You will grow in your capacity to be present and centered with a group and to use that place of quiet strength to help move a group toward healing and growth. And, along the way, she weaves in her model for contracting with and working with teams. You won’t want to miss this opportunity.”

(Beverly Bitterman, O.D Consultant, Florida)

“The learning I got from this workshop came not only from Linda but from within each one of the participants in the circle including myself. Linda has this way about her that draws out the best in you. This allows you to grow from the strengths of others while also benefiting from your own strengths that you might not have known were there.”

(Bob Lennon, Manger of Health, Safety & Six Sigma, New Brunswick)

"One of Linda's strengths is her ability to combine skill-building with the inner dimension of change. With compassion and sensitivity, she guides participants in helping them deepen self-awareness so that new possibilities emerge. She consistently models the principles she teaches and, in so doing, inspires people to reflect on their own way of being and what holds them back. The result is transformation from the inside-out that is truly sustainable in generating positive life change. I highly recommend Linda's workshop as a unique and important offering in creating a caring world."

(Elizabeth Soltis, Learning Specialist, Learning Resource Center, United Nations Development Program, New York)

"Attending Linda Lehtonen's workshop on Transformational Teambuilding had a profound impact on my approach as a conflict management practitioner. Through a very insightful and experiential experience, I deepened my ability to be an agent of positive change in a dysfunctional and conflict-ridden group. Linda is an outstanding facilitator, and works at the level of your way of being to truly enhance your capacity as an instrument within an intervention. This is one of the top courses I have attended in my 7 years as a conflict management practitioner

(Lucille Boettger, Director,ADR Services, Department of National Defense/Canadian Forces, Ottawa)

"It was a complete, memorable and effective learning experience and was exactly what I was hoping/ looking for. What I found extremely helpful as far as learning, were the experiential nuggets and gems that happened as a result of our collective openness and genuineness in the exercises, role plays, circle, and the debriefs. It was a very safe place for us to question, test, verify, and try new things. I am carefully reading the booklet and it is excellent stuff! "

(Paulette Melanson ICM (Informal Conflict Management) Advisor, Parks Canada Agency)

"This program is a must for anyone interested in creating real and lasting change with teams and organizations. Linda has created this incredible workshop where participants can experience first hand how to facilitate deeper and more meaningful communication resulting in powerful shifts for individual members as well as their teams. The added bonus is you will be transformed throughout the process too."

(Helen Tsotsos, Certified Professional Coach (ACPC), Toronto, On)

About Linda Lehtonen

Linda Lehtonen is President of Lehtonen Management Consulting Ltd. She has over 30 years experience in facilitating groups, third party conflict resolution, human resource management, organization development, training and keynote speaking, coaching, mentoring and counseling. She has a Master's degree in Human Resources Development and Adult Education, a Bachelor's degree in Psychology, and has studied Marital and Family counseling. Her work also includes Executive Coaching with individuals.

Linda has taught at York University in the Psychology Department and at Wilfrid Laurier University in the School of Business and currently at the University of Toronto's Ontario Institute for Studies in Education teaching their certificate program in Adult Training and Development.



Her experience covers a wide range of topics, primarily in the areas of leadership, facilitation, conflict resolution, teambuilding and personal power and self esteem. She has worked in mining, health care, high tech, government, financial and manufacturing companies at all levels of the client system. She led a team of organization development consultants for many years in a large financial institution. She is considered an expert in the field of group facilitation and process consultation, and is known for working with especially difficult teams.

Her work has included international travel in Europe, Southeast Asia, and throughout North America. She is known to work from a place of profound respect, compassion and integrity in all of her work.

To Register for: How to Do Transformational Teambuilding

For more information, call Linda Lehtonen at 519-529-3240 or email at llehtonen@golden.net

Investment: \$ 2450.00 plus GST - includes lunch, breaks, resource materials (payment plans and non-profit and volume rates available) Please make cheque payable to: Lehtonen Management Consulting Ltd.

Name: _____

Organization: _____

Email: _____ Phone: _____

Address: _____

Please Select Location:

- April 26-30, 2010 at Monika's Farmhouse, Kitchener, On
- May 17-21, 2010 at Sweet Dreams Luxury Inn, Abbotsford, B.C.