



annewright.

anneWright and associates inc.

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education

- ongoing* **Ginger Group Collaborative** (www.gingergroup.net)
an innovative community of practice and social enterprise, that supports its members' development through bi-annual inquiries, co-founded by Anne in 2000 with two colleagues. Now with over 20 affiliates, throughout Canada and other parts of the world. We support advancement on the burning questions of our times with a unique blend of leadership development while cultivating the field of influence around an important question. We believe that the complex challenges faced in today's world demand adaptable and collaborative responses from individuals, leaders, organizations and communities. We are informed by leading edge theory in change and complexity.
- 2006* **Integral Coaching[®] Integral Study and Mentorship Program**
Integral Coaching Canada
- 2003* **Professional Coaching Certification**
(New Ventures North)
- 2001-2* **Coaching: Evoking Excellence in Others**
New Ventures North, Ottawa
- 2004* **Peer Coaching Circle Facilitation**
Charles Brassard, Ottawa
- 1998/9* **Organizational Development Professional Development Courses**
Managing Complex System Change
Theories of Organizational Change
NTL Institute for Applied Behavioural Science, Alexandria VA
- 1983* **Master of Planning**
School of Urban and Regional Planning
Queen's University, Kingston, Canada
recipient: Ontario Graduate Scholarship, Queen's Graduate Award, American Institute of Planners Award (for highest standing in graduating class)
- 1977* **Bachelor of Social Science**
University of Ottawa, Ottawa, Canada

experience

- 2006 to present Faculty Member, Integral Coaching Canada www.integralcoachingcanada.com
teaching Apprenticeship module, Foundations module, and serving in various capacities with Certification module
- 2000 to present Managing Director and Co-Founder, Ginger Group Collaborative
- 1990 to present President, Anne Wright and Associates Inc.
(Incorporated June 2001, see summary of consulting experience below)
- '86-'90 Director, Community Affairs
'86-'88 Health Planner
Ottawa Carleton Health Department, Regional Municipality of Ottawa-Carleton

highlights of coaching experience

Anne is accredited at the Professional Coach Certification level by the International Coach Federation. Since 2002, Anne has provided over 1200 coaching hours to more than 150 clients ranging from executive and mid-level leaders within municipal and federal government, private industry, and within the health care and community voluntary sectors. She specializes in helping leaders and leadership teams "walk the talk" of the new directions they set.

Anne uses her coaching expertise to work with teams and groups that are interested in approaching change using integral approaches, which tap knowing beyond the strategic mind. She designs and facilitates processes that are appropriate for the group and its style – and that help group members and teams re-juvenate while working towards results.

highlights of professional development design and delivery

Currently, Anne is a part-time faculty member with Integral Coaching Canada, Canada's only Integral Coaching® school, and the only coaching school endorsed by Ken Wilber's Integral Institute. She co-leads the six-month Apprenticeship Program and the Foundations course. She also serves as a coach for students in the Apprenticeship Course and she has been a mentor and a member of the final certification committee with the Professional Certification Course.

Anne's coaching practice is augmented with designing and delivering professional development to enable leaders to develop their capacity to lead in a world requiring more broad-scale solutions that respond to the challenging and complex conditions of the third millennium.

Powerful Partnerships: offered since 2007

offered with Pamela Smit, Veradus Consulting

Build your partnership capacity and enhance your ability to achieve results in the areas of greatest importance to your organization. These workshops draw on leading-edge change theory and decades of real-world experience in helping partnerships succeed. Powerful Partnerships workshops are designed specifically for people assuming leadership (formal or informal) within partnership ventures. The first session is about you as a collaborative leader and how to hone your skills and capacity. The second session gives you practical tools for ramping up your collaborative venture. Each workshop provides resources, tools and practices that can be applied immediately. You will work with real-life examples and be engaged in "lab time" with other participants to work on issues that are hot in your partnership right now.

Foundations for Innovation and Transformation

mastering change leadership in a complex world

offered as a post-graduate certificate program at Royal Roads University with the Ginger Group beginning January 2010

What got us here won't get us there. We will not solve the burning questions of our era with the kind of hubris fostered in the leadership programs of the last century, that disconnects "leadership" from the real world. False assumptions about phenomenon that cannot be predicted do not enable us to be prepared. We need resilience, and accelerated ways of innovating and responding to new life conditions. And, we need to find more sustainable ways to deal with the inevitable reactions that come from dramatic and life-changing conditions. We need leaders who can work with uncertainty, risk, and who can strongly influence the field of a group to enable people to access their own gifts and assets.

The five dimensions of transformation are: 1. Foundational Prisms for assessing systems at all levels; 2. Self-as-Source - Practitioner Development; 3. Designing for Change; 4. Catalyzing Widespread Transformation; and 5. Spanning Divides. This is an advanced level ten-month action-learning leadership development program that develops participants both inside and outside. The program is based on Integral Theory, Complexity Theory, Theory U, Integral Coaching® and Multiple Ways of Knowing. It begins with a foundations session that includes some key ways of seeing systems and a personal development program developed with a coach.

The program combines in-session training with between-session coaching, mentoring and shadow-consulting, so that throughout the ten months, participants are putting their learnings into practice and growing their on-the-ground capacity to lead sustainable change.

highlights of consulting experience

some recent clients

- Many senior executives and individuals in transition in Canada, United States, South Africa, Asia and Europe
- Human Resources Development Canada
- National Network of Metro Big Brothers-Sisters Agency Executive Directors
- Population Health Collaborative (Ottawa Hospital, Ottawa Public Health, Coalition of CHCs and CRCs, Institute of Population Health)
- Institute for Population Health
- Interagency Coalition on AIDS and Development
- City of Ottawa
- Centretown Community Health Centre
- Success by 6/6ans et gagnant Ottawa
- National Crime Prevention Centre
- Health Canada
- Homelessness Secretariat, Human Resources and Skills Development Canada
- HealthBridge
- National Research Council of Canada
- Canadian Security Intelligence Service
- Youth Services Bureau of Ottawa-Carleton
- Cornwall Hospital Community Mental Health
- Centretown Community Health Centre
- Canadian Public Health Association
- PATH Canada
- United Way/Centraide d'Ottawa-Carleton
- Ottawa Carleton Council on AIDS
- Ottawa Inner City Health Project
- Early Childhood Development Addictions Program (Champlain District)
- Regional Municipality of Ottawa-Carleton
- Big Sisters, Big Brothers Ottawa
- Pinecrest-Queensway Health and Community Services
- Centre for Addictions and Mental Health
- Ottawa Children's Treatment Centre
- Presidents' Group of Agencies funded under the Ontario Child and Family Services Act

a sample of community-building partnership projects

- Community Health Centre Foundational Community Development, (Belleville, Trenton, Napanee Ontario), with Kate Mullin and Associates
- Population Health Collaborative, The Ottawa Hospital, The Institute for Population Health, the Coalition of CHCs/CRCs, and Ottawa Public Health (2006)
- Mayor's Drug Strategy, City of Ottawa and range of community private, public and voluntary sector partners, (2006)
- Coordinated Access Redesign (2005) *with a network of agencies working in children's mental health and child welfare.* Ottawa Youth Services Bureau (host organization).
- Young men's and young women's shelter and transition housing design (2004) Ottawa Youth Services Bureau with Salvation Army Men's Shelter and other community partners
- Strategic Plan (2003) Ottawa Carleton Council on AIDS (a community-wide coalition working together to reduce the impact of HIV/AIDS in Ottawa)
- Success by 6, United Way of Ottawa-Carleton: Summary of Needs (1997) Terms of Reference Development (1999), Evaluation Framework (1999), Priority-Setting (2000)
- Restructuring Plan for Children's Mental Health and Welfare Services in Ottawa-Carleton, Ministry of Community and Social Services, 1997
- Governance Review (2003) First Words (a multi-stakeholder initiative providing speech and language services in Ottawa and Eastern Ontario) with Pinecrest Queensway Community Health Centre
- Stakeholder Governance and Planning: Work Book, Work Session, and Recommendations (1998) First Words, Speech and Language Initiative in Ottawa-Carleton

team development, action learning and skill development -- designed and delivered

- Children's Aid Society Executive Directors, 2009 – introduction to coaching
- OCAPDD intensive team development and conflict resolution, 2008/9
- Ottawa Public Health Family and Community Services Leadership Team monthly professional development series (2004 – present)
- Youth Services Bureau, Senior Management Team and Coordinators' Team, 2006
- Canadian Public Health Association Canadian HIV/AIDS Information Centre: action learning for implementation of strategic plan with senior team, 2006
- Ottawa Public Health, Early Years Program Review Action Learning, 2006
- Big Sisters, Big Brothers -- Metro Executive Directors' Network, 2006
- *Coaching for Collaborative Leadership*, Canadian Parks and Recreation National Conference, Edmonton October 2005
- *We Cares: Practical Tips for Working with Adults affected by FASD for Front-Line Workers in Homeless Sector*, participants' manual and facilitators' manual, HRSDC, 2004
- Building Community Capacity to Reduce the Rate of New HIV Infections by 50% in Five Years: The Ottawa Coalition on HIV/AIDS Case, *National HIV/AIDS Skillshop*, Calgary, November 2003, with Ron Chaplin, President of Ottawa Carleton Council on AIDS
- Harm Reduction Training Approach for those working with the Homeless who are using Substances, Centre for Addictions and Mental Health with the Addictions and Homeless Working Group, Ottawa, 2001/2
- Facilitator Training: Supporting a Learning Environment within Health Canada toward Implementation of a Population Health Approach, Population Health Directorate, Health Promotion and Programs Branch, Health Canada, (1999)
- Population Health Approach: Pilot Sessions (1998), Orientation Sessions (1999), and Continuous Learning Plan (1999), Population Health Directorate, Health Promotion and Programs Branch, Health Canada

examples of strategic planning/facilitation clients

- Canadian Public Health Association, Canadian HIV/AIDS Information Centre 2005-6
- Inner City Health Project, 2005
- PATH Canada 2005-6, 2008 (now HealthBridge)
- Interagency Coalition on AIDS and Development, 2005
- Youth Services Bureau of Ottawa, 2004
- Ottawa Public Health, 2004
- Community Organizational Health Inc (COHI), 2003
- Big Sisters, Big Brothers Ottawa, 2003
- National Crime Prevention Centre, Justice Canada, 2002
- North Lanark Community Health Centre, Lanark Ontario, 2000
- Uganda National Association for Community and Occupational Health, 1999
- Ottawa-Carleton Health Department, Children's Services, 1998

examples of program development projects

- Community-Based Diabetes Expansion Project, Centretown Community Health Centre (2006)
- Buns in the Oven expansion (fall 2001) (successfully funded)
- South Nepean Satellite Community Resource Centre Program Plan, January 2001
- Inner City Health Project Proposal, (successfully funded, HRDC) October 2000
- Bid to Operate Secure Custody Young Offenders' Facility, (successfully funded) , Youth Services Bureau, 1998
- Brighter Futures (CAPC, CPNP) Program Development (successfully funded) and Team Development with new team (1993, 1994) Young/Single Parent Support Network
- Regional Health Program Plans and Evaluation Frameworks: Francophone Health Promotion Program 1996, Alcohol and Injury Prevention Program 1997, Nutrition Program 1997, Ottawa-Carleton Health Department

examples of policy development projects

- Youth Justice Ottawa: A Vision for Local Management of Young Offenders' Services (2003) Youth Services Bureau of Ottawa
- Volunteer Development Strategy to support Community-Building, United Way/Centraide Ottawa, 2001/2
- Pro-Action, Postponement, and Preparation/Support A Framework for Action to Reduced the Rate of Teen Pregnancy in Canada, CAPC/CPNP with CICH, Young/Single Parent Support Network of Ottawa, and Timmins Native Friendship Centre (2000)
- Population Trends affecting Child Welfare, Children's Aid Society of Ottawa-Carleton, 1999

professional affiliations

Member and PCC, International Coach Federation

Member, World Federation of Integral Coaches

Member, Ottawa Organizational Development Network

Founding Member, The Ginger Group Collaborative (www.gingergroup.net)