



Project List

Air

Effective organizations

- Staff retreat: team building and critiquing organizational theory of change; The Atmospheric Fund, Toronto
- Survey design and analysis: Evaluation of the adequacy of Pan-Canadian air quality monitoring systems; Canadian Council for Ministries of Environment
- Data analysis: Telephone survey on odours and air quality surrounding wastewater treatment plant for Peel Clear Scents Project; Region of Peel/Hardy Stevenson and Associates

Multi-organizational collaboration workshops

- Setting priorities for action of the Mobile Sources Working Group; Canadian Council for Ministries of Environment
- Soliciting input on “Regulation 127 (monitoring and reporting discharges from airborne contaminants)”; Ontario Ministry of Environment/Ogilvie, Ogilvie and Company

Arts~Culture~Tourism

- Workshop: Principles of Collaboration; Heritage Canada/Prairie Region
- Case study research: Analysis of museums as catalysts to foster a sustainable culture; Ontario College of Art and Design University
- Graphic recording:
 - Sustainability Compass Workshop; Montgomery’s Inn Museum, City of Toronto
 - “Staging Sustainability” conference, exploring ways to improve sustainability of drama and music industries
- Numerous projects prior to **envision SYNERGY**; clients include: Indiana Dunes National Lakeshore; Chicago Park District; Michigan Sea Grant

Facilitation, mediation, evaluation, graphic recording, capacity building:

- Effective organizations
- Multi-organizational collaborative solutions



Project List

Energy

- Socio-economics for energy development, Benefits Blueprint: Irving Oil/Hardy Stevenson and Associates
- Models of public participation to use with energy decisions; Ontario Power Generation
- Technical review: Voluntary siting, Nuclear Waste Management Organization
- Reviewing socio-economic impacts for repurposing Pickering Nuclear Power Plant; Hardy Stevenson and Associates

Education~Academia

- Identifying evidence to support lifelong learning and gaps in opportunities for learning; Canadian Council on Learning/One World, Inc.
- Capacity building seminars:
 - “Program Planning and Evaluation” graduate course; Ontario Institute for Studies in Education, University of Toronto
 - “Informed environmental practice” undergraduate course; University of Toronto, Centre for Environment
 - “Fundamental environmental skills” undergraduate course; University of Toronto, Centre for Environment
 - “Sustaining the City’s Environment” university undergraduate course; Ryerson University Department of Geography
- Needs assessment of educational potential of National Pollution Release Inventory; Canadian Institute for Environmental Law and Policy
- Setting priorities for future directions; Association of Canadian Publishers/Facilitation First

Environmental sustainability

Effective organizations

- Researched best practices and requirements for environmental assessment across different jurisdictions; City of Toronto
- Created and implemented an electronic survey and interviews to assess the effectiveness of collaboration and outcomes with presenting a unified voice for green prosperity; Environmental Defence Canada
- Strategic planning workshops:
 - Implementation Plan for its strategic plan; Canadian Institute for Environmental Law and Policy
 - Project Management Template for implementing its strategic plan; Canadian Institute for Environmental Law and Policy



Project List

- Environmental Defence Canada
- Communications plan for strategy implementation; Coalition on the Niagara Escarpment
- Small Change Fund
- Environmental Education Ontario planning sessions with 100+ participants from informal, non-formal and formal education; faith groups; labour; media
- Graphic recording:
 - Project Management training; Environmental Project Management Solutions
 - Grey to green conference; Green Roofs for Healthy Cities
 - Corporate sustainability boot camp; Leapfrog Sustainability/Human Resource Professionals Association of Ontario
 - East end community garden; Toronto Community Garden Network
 - Green business summit, Toronto
- Capacity building:
 - Collaboration Skills Workshop; National Managers' Community of Canadian Federal Government
 - Facilitation training seminar; Sustainability Network
 - "Principles of collaboration," and "Fundamentals of facilitation;" Young Conservation Professionals, University of Guelph
- Benchmarking and organizational assessment training for environmental non-governmental organizations; Community Foundation of Greater Buffalo/Institute for Conservation Leadership
- Graphic recording: Community Change Institute ~ A transformational learning experience, Tamarack Institute

Multi-organizational collaboration

- Capacity building for multi-organizational work:
 - Three consecutive, three-day residential peer learning seminars on Good to Great organizational effectiveness for environmental non-governmental organizations; Sustainability Network (4 cohorts)
 - Working together in Western NY: Three "Leading Cooperative Efforts" seminars for 200+ environment and related organizations; Community Foundation of Greater Buffalo/Institute for Conservation Leadership
 - "Fundamentals of Collaboration" for environmental non-governmental organizations; Sustainability Network
 - "Organizational Sustainability and Life Cycle Development" training seminar for environmental non-governmental organizations; North American Association for Environmental Education/ National Project for the Environmental Education Advancement, University of Wisconsin - Stevens Point



Project List

- Workshop design, facilitation and documentation:
 - Uncovering synergies and relationships for collaboration and collective impact at a three-day residential peer learning seminar -- Beyond Great; Sustainability Network
 - Identifying elements to incorporate into a National Disaster Mitigation Strategy; Office of Critical Infrastructure Protection and Emergency Preparedness, Government of Canada/One World, Inc.
 - Merger workshop; Nebraska Environmental Education Association, Nebraska Association for Environmental Education
 - Identifying future directions; Environmental Education and Training Advancement Project; University of Wisconsin/Stevens Point and US Environmental Protection Agency
 - Network formations and cross-organizational coordination for Hamilton environmental non-governmental organizations; Hamilton Community Foundation
- Evaluation of environmental granting; Hamilton Community Foundation
- Facilitation and graphic recording: Hiring new Canadians for the “green sector:” Linking skills, competencies, and job requirements; Community Environment Alliance/Green Skills meeting

Food~Agriculture

Effective organizations

- Strategic planning workshop: Toronto Vegetarian Society
- Graphic recording:
 - Planning sessions: Carrot Green Roof
 - Graphic recording: East End Garden Hub
 - Recruiting new members; Ontario Crop and Soil Improvement Association

Multi-organizational collaboration workshops

(Design, facilitation and documentation)

- Premier’s Agri-food Strategy; ON Ministry of Agriculture and Rural Affairs/Ogilvie, Ogilvie and Company
- Graphic recording:
 - Climate Resilient Food Systems in the Greater Golden Horseshoe Region; Ontario Climate Consortium/Toronto Region and Conservation Authority
 - Commodification of food; Diversity Summit, Sustainability Network



Project List

Forestry

Effective organizations

- Capacity building in conflict management/team building and collaboration for graduate students and faculty; Faculty of Forestry, University of Toronto
- Survey design and analysis to assess feasibility of afforestation for carbon sequestration; Canadian Forest Service and Eastern Ontario Model Forest
- Organizational feasibility assessment for expanding Local Enhancement and Appreciation of Forests organization; Local Enhancement and Appreciation of Forests, Toronto
- Benchmarking workshop; Local Enhancement and Appreciation of Forests, Toronto
- Focus groups: Canadian newcomers' interest in, reactions about and experiences with forests; Ontario Forestry Association

Multi-organizational collaboration workshops

(Design, facilitation and documentation)

- Crafting options and setting priorities for the Trees for Life project; Sustainability Network/Mark Cullen
- Identifying favorable land uses to double Toronto's tree cover with internal and external stakeholders; City of Toronto, Canopy Study Project
- Setting priorities for research on sustainable biomass harvesting; University of Toronto, Faculty of Forestry/Canadian Forest Service
- Reviewing standards for bio-energy in forests; Sustainable Forest Initiative
- Updating competencies for Professional Foresters; Canadian Federation of Professional Foresters
- Identifying vision, mission and strategic approaches with several hundred stakeholders for the Fifth National Forest Strategy; National Forest Strategy Coalition/Canadian Forest Service/Hardy Stevenson and Associates

Health~Wellness

Effective organizations

- Graphic recording:
 - Healthier Cities symposium; Dalla Lana School of Public Health, University of Toronto
 - Your workplace conference; Career Cycles
 - Provincial Constituency Council; Canadian Association for Mental Health
 - Newsletter redesign; Canadian Council of Health
 - Panorama Panel: Health care reform; The Change Foundation/One World, Inc.



Project List

- Conference of Healthy Communities (HC) Link; Health Nexus
- Healthy futures; West Lincoln Hospital

Multi-organizational collaboration workshops

- Workshop facilitation and graphic recording:
 - Future directions for “Free to be smoke free” program; Peterborough County-City Health
 - Factors to consider in setting priorities for drug formularies; Ontario Citizens’ Council/ One World, Inc.
- Coaching in collective impact (theory of change, statement of impact) for the Parkdale Mental Health Collaborative; Centre for Mindfulness Studies/Innoweave

Innovation~Creativity

- Graphic recording:
 - Leadership meeting for ‘Private Clients;’ Bank of Montreal
 - Re-imagining and co-creating the “on-boarding” (hiring) process; TD/Canada Trust; McKinsey
 - Setting the scope for “Smart” ATMs; TD/Canada Trust
 - Lean Change Management training workshop; LeanIntuit
 - Master SCRUM/Agile Change Management training workshop; SCRUM Alliance
 - Principles of Change Management training workshop; Capillary Consulting
 - Spark the Change: Build an organization you can believe in at Ontario Science Centre; LeanIntuit
 - Pricing workshop; Strategic Leadership Forum

Land use~Biodiversity

Effective organizations

- Conflict management training; Conservation Ontario for Conservation Authority staff
- Graphic facilitation and strategic planning workshop; ON Land Trust Alliance

Multi-organizational collaboration workshops

(Design, facilitation and documentation)

- Creating an Adaptive Management Plan for North Maumee Bay; Nature Conservancy of Michigan
- Identifying audiences for Biodiversity Science Forum; Ontario Ministry of Natural Resources



Project List

- Identifying priorities for Ontario Biodiversity Strategy; Ontario Ministry of Natural Resources/Ogilvie, Ogilvie and Company
- Soliciting input on a by-law for managing pesticides in residential areas; City of Toronto
- Creating a training manual on how to evaluate stakeholder engagement; Alberta Ministry of Environment
- Creating evaluation tools for alternate dispute resolution for land use; AB Ministry of Municipal Affairs and Housing
- Community and stakeholder workshops for the largest redevelopment in Canada; First Gulf/Hardy Stevenson and Associates

Mining

Effective organizations

- Priority setting and team alignment workshops:
 - Nickel Rim Brownfields Redevelopment
 - Reko Diq
 - Sudbury Operations
 - Kinross Gold third mine in Brazil
- Graphic recording and facilitation: Strategic planning at a world café; Refinery Leadership/Kinross Gold

Social services~Social justice~Equity

Effective organizations

- Questionnaire design and analysis: Policy input for a residency bi-law; Six Nations of the Grand River
- Community workshop: Toronto Affordable Housing/Jane Sheppard Housing Development, City of Toronto
- Strategic plan workshop: Institute of Public Administration of Canada, Toronto Region Group
- Facilitated session: Role of dispute resolution practitioners in “Truth and Reconciliation” Annual Conference, Alternative Dispute Resolution Institute of Canada
- Graphic recording:
 - Community forum for the York South Weston Strong Neighbourhood Strategy; City of Toronto
 - Results and reactions from a survey on ways to end violence against women; White Ribbon Campaign Toronto
 - “Be the One” event with Carlos Gomez; YWCA of Greater Hamilton



Project List

- Graffiti wall template; Canadian Positive Psychology Association
- Strategic planning session; Canadian Council for Dialogue and Deliberation
- Improving diversity at Hincks-Dellcrest; Hincks-Dellcrest/ DiversiPro
- Future of Black Scholarship; Office of Human Rights, Queens University
- Accessibility compliance and competence on campus; Office of Human Rights, Queens University
- Equity solutions for campus; Office of Human Rights, Queens University
- Effectiveness of global processes for civil society organizations; Ontario Council for International Cooperation
- Fatfashionista – celebrating diverse body types; Fat in the City/ Body Confidence Awards
- Anti-racist Summit; Wilfrid Laurier University

Multi-organizational collaboration workshops

- Community workshops: Raising awareness about the voluntary sector and gathering input for cross-sectoral co-operation; Ontario Council for International Cooperation
- Facilitation and graphic recording: Multi-agency collaboration for strategy priorities; Local Immigration Partnership - York South-Weston, Citizenship and Immigration Canada/Joan Roberts Consulting
- Technical assistance and feedback on principles of collaboration; Collaboration Reference Group, Wellesley Institute
- Graphic recording: Community Change Institute, A transformational learning experience – for collective impact, Tamarack Institute

Transit~Transportation

- Strategic planning workshops:
 - Toronto Centre for Active Transportation
 - Strategic Policy Branch; Ontario Ministry of Transportation
- Priority setting workshops:
 - Smart Commute; City of Toronto
 - Transit Summit; Ed Drass
- Focus groups: Identifying route options for Windsor tunnel; Hardy Stevenson and Associates
- Facilitation and graphic recording: Healthy Transport conference; Transport Futures
- Soliciting input from community for Burnamthorpe Road improvements; Todden Sims Hubicki (now AECOM)
- Facilitating a community advisory group: 407 East Environmental Assessment; Todden Sims Hubicki (now AECOM)/Ogilvie, Ogilvie and Company



Project List

- Capacity building: Project team management and delivery of customer service training across Canada for truck drivers; DHL

Waste ~ Recycling

- National and regional multi-organizational workshops and community workshops that explored “what are the right questions,” “understanding the choices,” and “assessing the options” for long term management of nuclear waste; Nuclear Waste Management Organization/Hardy Stevenson and Associates
- Technical review of socio-economic effects for low-level radioactive waste clean-up under Canadian Environmental Assessment Act; Municipalities of Port Hope and Port Granby/Hardy Stevenson and Associates
- Crafting strategies to alleviate socio-economic effects from low-level radioactive waste clean-up; Municipality of Clarington/Hardy Stevenson and Associates
- Community engagement workshop: End Uses Committee for low-level radio-active waste site; Municipality of Port Hope/Hardy Stevenson and Associates

Water

Effective organizations

- Strategic planning workshop; Water Environment Association of Ontario
- Benchmarking workshop; RiverSides Stewardship Alliance
- Graphic recording
 - “Watermark” stories at Pan Am Games Celebration Zone; Lake Ontario Waterkeepers
 - Canadian Water Summit
- Taking stock meeting; Task Force to Bring Back the Don
- Crafting an evaluation survey to solicit pinions of public consultation efforts in water projects; City of Toronto
- Obtaining citizens’ input on Toronto’s Biosolids Master Plan; City of Toronto
- Organizational assessment meeting; Riversides Stewardship Alliance (“Ponding 2”)
- Creating program evaluation tools (community mapping, check list for home visits of behaviours to reduce phosphorous); Ladies of the Lake, Lake Simcoe

Multi-organizational collaborative solutions

- Workshops



Project List

- Multiple residential, peer-learning “Learning Network” workshop for non-governmental water leaders in Ontario and in Alberta, Sustainability Network/Gordon Foundation
- Building team cohesion across four faculties to create an Urban Water Centre; Ryerson University
- Building teams across air, water and land staff; Credit Valley Conservation Authority
- Obtaining input on a Water Quality Protection Strategy; Niagara Region, ON
- Obtaining input Managing Shared Waters’ International Conference
- Coaching in collective impact -- creating a statement of impact and theory of change for Lake Erie Alive collective working to reduce lake level phosphorous; Freshwater Futures Canada
- Graphic recording: Ecology and economics as allies in a changing climate; 2016 Latornell Symposium

