



CAPACITY BUILDING For STRONGER ORGANIZATIONS

As live long learners ourselves, **envision** gets the value of continually expanding our knowledge and polishing our skills -- whether it's a refresher or deep dive into a new topic. We want to build your organization's capacity so it increases its overall effectiveness and is better equipped to work with similar situations in the future.

We teach what we know and practice – organizational effectiveness and collaborative solutions -- and we set the atmosphere to catalyze participants' brilliance.

We work with you to:

- Prepare customized materials based on your needs, including handouts and/or workbooks
- Instruct participants on relevant principles, concepts and theory coupling that with experiential exercises that allow participants to reflect and to apply new knowledge
- Insure we involve all learning styles (by including techniques that tap our natural tendencies to think in pictures, and techniques that have you moving around to tap into kinesthetic modes of learning)
- And, most importantly – laugh while we learn!

We deliver training in diverse settings, such as "classroom based" learning, in-the-field sessions and one-on-one coaching. If you're delivering the training instead of us, we'd be pleased to live time graphically record that session; leaving you with a rich, eye-catching mural that summarizes key concepts and reinforces learning.

Areas of Focus

We're particularly excited to build your capability to:

- collaborate and work collectively
- manage conflict,
- improve your teams,
- learn your style for working in groups,¹ and
- increase your organization's optimal operation.²

¹Using "True Colours Personality Strengths Inventory" (<https://truecolorsintl.com/>)

² Using "good to great framework and others [Collins, J. 2001. From Good to great: Why some companies make the leap... and others don't. NY: Harper Collins Publishers, Inc.]



Capacity Building

Additional seminars

Beside the sessions above, we offer capacity building in:

Organizational effectiveness

- Train-the-trainer
- Strategic planning
- Training needs assessments
- Creating and administering focus groups, questionnaires or interviews
- Mergers
- Organizational life cycle evolution
- Evaluation

Communications

- Visual thinking: Getting beyond pretty pictures
- Principles of facilitation
- Meeting effectiveness and agenda planning
- Technical and business writing
- Oral presentation skills
- Audience analysis
- Conflict assessment
- Stakeholder mapping

Don't see the particular topic you had in mind? Contact us: info@envision-synergy.net. We probably already have those materials and just didn't think to list it.

envision SYNERGY is dedicated to the uncompromising advancement of a healthy planet with happy, thriving people. Because these complex challenges span jurisdictional boundaries, cross sectoral lines and require diverse expertise, working together is the way forward. **envision** catalyzes collaboration across silos, organizations, jurisdictions, sectors, and academic backgrounds, resulting in innovative, durable solutions that foster systems thinking and bridge organizational boundaries. Along the way, we build strong organizations that can both effectively carry out their work and are well-poised for effective collaboration.

As experienced collaboration and *facilitation* whizzes, we work at the intersection of outstanding group process, *visual thinking*, and *building a group's capacity* to collaborate and *evaluate* their work so they are even more effective over time.