



# BCODN NEWS

MONTHLY NEWSLETTER FOR MEMBERS OF BCODN  
The British Columbia Organization Development Network

April 22, 2009

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*Members and guests discuss presentation with Jeff Balin at March 24<sup>th</sup> BCODN event*

## **The Art and Discipline of Vision Integration**

Leadership coach and consultant, Jeff Balin, MBA, CPCC led about 20 members and guests of the BCODN through an absorbing presentation on integrating vision in an organization. A lively discussion between Jeff and participants concluded a highly enjoyable and informative evening.

Jeff advises that all vision begins at the personal level, rather than someplace "out there." In order for vision to be integrated it has to be supported by daily rituals, systems and processes, as well as the culture of an organization. Most importantly, leadership must support and believe in the vision.

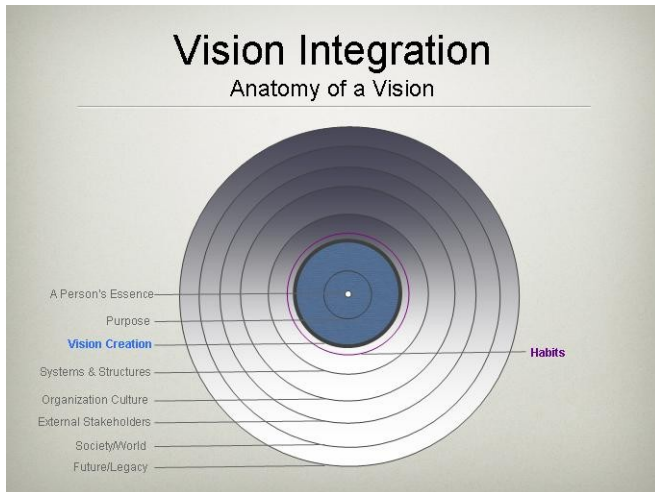
Studies indicate that one of the most valued characteristics of admired leaders is the ability to be forward looking. Forward focus, along with the courage to face the challenges that arise, is an essential characteristic of visionary leaders. Without the right kind of leadership, the vision becomes diluted and loses its lustre.

"For those leaders who are willing, able and supported enough to get through these challenges that test the limits of courage, the vision moves forward; for those who fear it too much and look for easier ways through, the vision can weaken, stall, and even die completely."

*Continued*

*Vision Integration Workshop Continued...*

Another intrinsic quality of good leadership is the ability to recognize personal limitations and ask for support in those areas.



*Slide from presentation*

Energized discussions followed Jeff's presentation as participants shared their personal insights and engaged in animated conversations.

Those attending remarked on the quality of the presentation and appreciated the wisdom and experience evidenced in this unique workshop.

Thank you, Jeff!

**Reflections of a First Year Board Member**

*Submitted by Teresa Comey*

Honestly I didn't know what to expect when I ran for the Board of the BCODN. The members of the Board were seasoned OD professionals and I suffered from a bit of the imposter syndrome at the first meeting. But that was unnecessary. Board members Lisa Ryan, Katie Wyka, Christine Ho and Antonio Gomes couldn't have been more friendly, supportive or welcoming.

Since the BCODN is a working Board everyone rolls up their sleeves and pitches in. This year we have achieved some major accomplishments including a full schedule of workshops and events, a monthly newsletter, updated membership data, a new website, and a new registration system.

My goal was to stretch myself in developing some new technology skills, so I was sent in search of a registration system. Thanks to some very good advice from friends of BCODN, I was able to find a vendor that suited our needs. In the process I have become quite skilled in this system, although I have more technology goals to conquer.

I have also been able to support the BCODN through a number of smaller initiatives. Through managing the registration of our events, I was rewarded the opportunity to meet and greet many of our members and guests as well as our speakers.

I have enjoyed working as a part of the current team of Board member and I am looking forward to continuing on the Board next year. I will be setting some new challenges for myself next year and I know with the support of the other BCODN Board members, it will be another interesting and worthwhile year.

**Coming in our Next Issue!**

The Annual General Meeting (AGM) of the BCODN takes place each year in June, and this year's Board of Directors is busy working to secure dates, times and an appropriate venue for this year's meeting.

Our next issue will provide event details, and introduce you to some of the nominees running for the upcoming term.

If you would like to be part of a great team that is building a great organization, consider the challenges and rewards of becoming a BCODN Board Member.

Contact us to find out how: [info@bcodn.org](mailto:info@bcodn.org).

## Volunteering for BCODN – Challenging and Rewarding

By Kathleen Allisen, Communications Specialist

Last fall, a ‘friend of a friend’ called to see if I might be interested in supporting the BCODN as the volunteer Communications Specialist. My interest in OD practice had been piqued during my studies at Royal Roads, and I was looking for a way to broaden my skills and network. I’m happy to report that both have occurred!

The BCODN Communications role has been both challenging and rewarding. With the launch of a new website and mailing list program, and new branding, the BCODN now presents a consistently professional image which has significantly enhanced the profile of the organization.

The new mailing list program has enabled reliable engagement of over 400 members and friends of the BCODN. Our eNewsletter, published exclusively for members, and regular email bulletins to all, promote both BCODN and affiliate organizations’ events. These are useful tools for engaging our membership list with programs of interest and networking opportunities.

Adopting new technology is always a trial-and-error process, and the BCODN Board of Directors has been patient, helpful and supportive throughout. Board meetings are lively, animated discussions as everyone contributes ideas for upcoming events, suggestions for the eNewsletter, and improvements to the website. They say a good working Board is the key to success in any organization, and the BCODN membership has benefited from the hands-on, pitch-in efforts of this hard working Board. It’s been a pleasure to assist them this year.

If you’re interested in the Communications Specialist role for the 2009/2010 season, please email [info@bcodn.org](mailto:info@bcodn.org).

## Upcoming BCODN Event:

### Annual Spring Social Networking Event Wednesday, May 20, 2009

Circle this date on your calendar and join us for our annual Spring Social and Networking event. It’s a great opportunity to enjoy some drinks and appetizers while networking with other BCODN members in a comfortable, informal setting.

Learn more about what the BCODN Board of Directors has been working on this year and add your energy and ideas for 2009/2010.

Curious about being on the Board yourself? Bring your questions and find out more about becoming a Board member from the current Board. Share your thoughts and feedback on your experience as a BCODN member or guest.

Appetizers hosted by BCODN for its membership. Cash bar for all. Catch up with old friends and meet new ones while savouring snacks and drinks on fabulous Granville Island.

Wednesday, May 20, 2009

5:30pm to 8:00pm

Dockside Lounge - Granville Island Hotel,  
1253 Johnston Street, Vancouver, BC  
BCODN members \$10; non-members \$25

### Register now at

<https://www.gifttool.com/registrar/ShowEventDetails?ID=1616&EID=4695>.

## Tell Us What You Think

BCODN News is your eNewsletter...

- Read a good book lately that your OD colleagues might like to know about? Send us a book review.
- Know a BCODN member who has done something interesting lately? Send us a profile.
- Heard of a job opening in the OD field? Send us the posting for publication.
- Want to spread the word about an OD event? Send us the details.

Let us know how you think we can add to or improve the content of this monthly publication. We look forward to hearing from you. [info@bcodn.org](mailto:info@bcodn.org)

**Other Affiliate Organization Events:****ICF Annual General Meeting****April 23, 2009 6:00 pm****Arbutus Club, Vancouver BC**

Join the ICF Board of Directors to find out what we have been working on and what we are planning for the coming year. For those interested in the ICF, your voice, input, and perspective are welcome as we build connections in our growing community.

We welcome new people to join us on the board, initially as members at large so you can learn about what we do, how we do it and how you can add your own brilliance to help us shine more brightly.

After the Board presentation, the Coaching Awareness Week presentation will be unveiled and training given to all those who have agreed to participate in this year's Coaching Awareness Week.

Details at <http://www.icfvancouver.org/>

**Other OD Events:****Organization Development Network:  
Advancing the Theory and Practice of OD**

Our parent organization, the OD Network, is holding its annual conference this October in Seattle WA.

**OD Network Conference 2009  
October 18-21  
Sheraton Seattle  
Seattle, Washington**

Find out more at:

<http://www.odnetwork.org/events/conferences/conf2009/index.php>

**30th CAPE COD INSTITUTE  
June 22-August 28, 2009**

The Cape Cod Institute consists of 26 week-long courses for management and mental health professionals, taught by leading contributors to research and practice. This year, 6 of the courses are of particular interest to OD professionals.

The faculty for 2009 includes Meg Wheatley, Edgar Schein, Edith Seashore, Michael Broom, Chris Woorley, Bob Marshak and Ira Chaleff.

There is a 30th Anniversary special tuition offer for those who attend 2 or more courses -- with savings up to \$425. Complete information and course outlines are available on the website at <http://www.cape.org>

**Call for Ideas, Job Postings and Volunteers**

We welcome your story ideas, questions, job postings, and comments! Send us an email at [info@bcodn.org](mailto:info@bcodn.org).

BCODN is also looking for:

- Volunteer consultants for the Building Community Organizations (BCO) program or leads on non-profit organizations who could benefit from BCO
- Newsletter contributors and writers
- Volunteers to host events
- Event/workshop ideas and presenters

If you're interested in the above or volunteering for the BCODN in another capacity, please contact us at [info@bcodn.org](mailto:info@bcodn.org). We look forward to working with you soon!