



Illuminations

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Life Strategies Newsletter
December, 2008

Keeping in Touch

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Our theme for this newsletter is "Past, Present, and Future," borrowing from Charles Dickens' seasonal favourite, The Christmas Carol. As we reflect on our past year, we share some of the exciting workshop and presentation topics that we've been invited to contribute. Pausing in the present, we reflect on our commitment to give to others in need, our own beliefs and holiday traditions, and the importance of balancing our busy work lives with focus on our family, friends, faith communities, and, of course, fun! Looking to the future, we are planning our own professional development activities for 2009 and also the training that we offer to others.

I recently completed the grandfathering process for the new BC Certified Career Development Practitioner (CCDP) designation. Although I really didn't need more letters after my name, I'm honoured to support the certification process as it is a crucial step for our sector in defining ourselves as a profession. Deirdre and I have both been involved in developing theories and ethics courses to support this certification – we've had the chance to work with more than a hundred career development practitioners through those courses and it's been exciting to see renewed energy and engagement in our field. Deirdre continues to work on her PhD studies with a focus on engagement...we're all learning along with her!

The end of the year is a time for reflection, consolidation, and hopeful anticipation for future success, both personally and professionally. All of us at Life Strategies wish you and your families a delightful holiday season, celebrated in your own unique ways. Gerry and I have Christian traditions - we're looking forward to our annual "Musical" at our local church, Christmas Presence (at Pacific Theatre in Vancouver), and Christmas Eve services followed by mulled cranberry juice and appetizers at our home with family and friends. As you'll read later, Deirdre's Christmas tradition is the "Panto" – she and her family introduced the Life Strategies team to it last week. Fiona and Cassie were actively involved in organizing our clothing giveaway (which we coordinate with local realtors, Sheila Francis and Terry Willies) at Coquitlam Presbyterian Church and Fiona has been coordinating our annual World Vision project which replaces our office exchange of gifts. Many members of the team also filled shoeboxes of treasures as part of Samaritan's Purse project to send to disadvantaged children abroad.

Looking ahead, we are excited about opportunities to present at several of the conferences profiled in our list of upcoming events. Please let us know if you'll be at NATCON, CDC, Cannexus, or the Nova Scotia career development conference – the latter is a new opportunity for us this year. We also have some webinars coming up through the BC Human Resource Management Association – perhaps those will be opportunities to connect. And...of course...we still spend large chunks of each day teaching online! Cheryl and Joanne are doing a wonderful job supporting our online courses and students and Joanne has also been instrumental in writing newsletter and blog content as well as articles for external publications. Another way to connect with us is through our blog: <http://career-engagement.blogspot.com/>

We wish you and your families a peaceful holiday season full of magical moments, reflection, and warmth.

Christmas blessings to each of you...

RECENT AND ONGOING WORKSHOPS FROM LIFE STRATEGIES LTD.

Roberta, Deirdre, Fiona, and Cassie have been doing some exciting, informative presentations and workshops over the past year, and look forward to doing more in 2009. If you are interested in any of these (or other topics), please call and let us know what you are looking for. A more complete list can be found here: <http://www.lifestrategies.ca/organizations.cfm>

A sampling of recent presentations include:

Sustainability: A New Look at Healthy People and Workplaces

You've probably heard these words thrown around the office - Stressed! Busy! Burned Out! Often, the high level of work demand is worn as a badge of honour, signifying productivity, utility, and success. However, with unrelenting busyness and stress, people become susceptible to burnout, ill-health, and low productivity. Sustainability engages individuals and organizations in attitudes and activities that contribute to better corporate health and employee productivity and happiness.

Professional Ethics for Career Practitioners

Professional ethics is a hot topic, and necessary for career development professionals to enhance their own ethical practice as well as to achieve and maintain professional accreditation. Knowing your ethical codes, rights, limits, and guiding mandates are important steps towards avoiding or handling ethical and professional problems. Life Strategies' presentation on professional ethics covers a wide spectrum of issues including: defining ethics, providing an overview of relevant codes of ethics for career development professionals, and addressing practical issues. In-house workshops are especially effective as intact teams can grapple with real-life dilemmas as they work together to form a shared understanding of ethical practice within their specific organization as well as within the career development sector. If finding time to fit this important topic into your professional development agenda is a challenge, consider joining us online in our Career Management Professional program. The ethics course is one of our most popular and engaging online courses.

Diversity in the Workplace

Diversity is more complex than just cultural or religious differences. It is multi-faceted and includes ethnicity, culture, socioeconomic status, age, gender, sexual orientation, family, religion and spiritual practices, and individual differences related to physical, mental, and emotional abilities. Discrimination is still an issue in many workplaces. Reducing discrimination requires ongoing education about what diversity is, enhancing awareness about laws and policies that promote equal opportunities, and cultivating workplace cohesion and mutual understanding. This is especially true in multicultural societies such as Canada. Beyond an exercise in tolerance, embracing diversity celebrates and incorporates individual workers' unique strengths, perspectives, and life experiences.

Be True To Yourself: But Who Are You?

This workplace leadership workshop provides an opportunity for people to learn more about who they are and to clarify their focus and direction. Amundson's "Wheel" provides a framework for considering internal characteristics (e.g., skills, interests, values, personal style) and contextual influences (e.g., significant others, education, life and learning experiences, and the current labour market). Participants also consider the impact of ethics, purposeful living, optimal experience (Flow), and the delicate balance that contributes to individual and organizational sustainability.

Personality Dimensions

Personality Dimensions® builds on the foundations for understanding temperament or personality preferences. It is a very useful tool in working with intact teams and diverse groups on such topics as work-life balance, teambuilding, leadership development, career management, learning styles and strategies, and sales, marketing, and customer service. Participants appreciate the "aha" moments that occur as they learn about themselves and their colleagues - while having fun with lots of laughter and interactive activities! A basic Personality Dimensions workshop facilitates self-awareness and learning about others. However, this tool also lends itself to customized applications. Deirdre and Roberta, as Master Trainers, and authors of the Personality Dimensions Toolkits for Trainers series, are uniquely equipped to customize a workshop to exactly meet your needs.

RECENT AND ONGOING WORKSHOPS FROM LIFE STRATEGIES LTD. CONTINUED

Beyond Retention: Why Employee Engagement is Key to Your Success

"Retaining high-caliber employees in today's competitive labor market challenges organizations to manage and develop talent effectively at all levels. Employees who feel that they are growing and developing in an organization are more likely to stay." ~John C. Scott, Ph.D

This presentation focuses on the many ways employee engagement can be defined and approached. Many important issues are discussed, including the results of engaged employees: increased levels of employee productivity, performance, satisfaction, appreciation, personal investment and connection, and higher rates of retention. Topics covered also include appreciation, commitment, alignment, and contribution.

Recruitment and Retention Initiatives

"Start with good people, lay out the rules, communicate with your employees, motivate them, and reward them. If you do all those things effectively, you can't miss." ~Lee Iacocca

This presentation goes right to the heart of the matter regarding recruitment, retention, and cultivating your corporate culture. Topics covered include successful advertising, networking, and employee referral programs, as well as successful retention strategies which include compensation (wages/salary, benefits, and education), environmental concerns (telecommuting and family friendly workplaces), and career management support. This presentation also offers strategies for attracting young workers and keeping employees nearing retirement.

Engaging the Multi-Generational Workforce

"The risk of only focusing our attention on one generational group is that organizations may be alienating the other cohorts. The key to success is to ensure that your people practices speak to all four generations." ~n-gen People Performance Inc.

We are working in an age that involves 4 generations of employees: the Traditionalists (1928-1945), the Baby Boomers (1946-1964), the Gen X'ers (1965-1980), and the Gen Y'ers (aka Millennials) (1980-2001). In this presentation, we examine how these groups were shaped by social and historical experiences, highlight some of their defining characteristics general values, and provide tips and strategies for engaging employees spanning diverse generations in your workplace.

That's Just Plain Silly! Channelling Outrage to Champion Change

Counsellors, career practitioners, coaches, and social service providers hear many stories from their clients – some silly, others sad, and a few that are simply outrageous. As helping professionals, how can you use your experiences (and your emotional reactions to them) to champion change? What are the ethics of advocacy – especially when entrusted with the confidential stories of vulnerable people?

This workshop will provide an opportunity for you to share some of your stories, listen differently to others, and recognize opportunities for action. Learn to use your emotional cues as fuel for change, converting anger and frustration into respectful acts of advocacy. Explore the risks and benefits of championing a cause. Examine the crucial link between research and advocacy in "making a case" that will influence change. Stop silencing your reactions, which can result in burnout, illness, or embarking on a new career. Instead, engage in advocacy to make the world you know a better place.

Christmas Special Offer

Active Engagement: Enhancing the Career Counselling Process (2nd Ed.) by Dr. Norm Amundson will now retail for \$20.00 plus GST and is available for sale through the Life Strategies' [Online Store](#)



CMPP Information

Please see our [CMPP Schedule](#) for upcoming courses. To register for courses, please visit the Life Strategies' [Online Store](#)

CMPP Orientation

Life Strategies Ltd. has designed an Orientation site for new students, that will give individuals who are new to the online learning experience the opportunity to see how our system works and how our program operates. It will also give students a chance to meet some of the Life Strategies' staff they will encounter during their time with us. We will have an Orientation session **April 27 - May 1, 2009.**

For more information, please contact Joanne, Life Strategies' Student Advisor at studentadvisor@lifestrategies.ca

WORLD VISION FUNDRAISER

Throughout each year, the Life Strategies' team fundraises and donates towards various charities. Each winter we focus our efforts on World Vision. We have made giving easy this year by setting up a World Vision Webpage. If you would like to contribute to the Life Strategies' Holiday Giving Fundraiser through World Vision, please visit <https://catalogue.worldvision.ca/Gifts/Forms/EventHome.aspx?eventId=252905>

World Vision is uniquely set up so that your donation goes towards a necessity such as medication, animals, school supplies, clothing, food, etc. World Vision donations are received throughout the world including Canada. Donations over \$15 are tax deductible and a tax receipt will be sent to you from World Vision early in 2009. So far we have raised \$350.00. All donations are greatly appreciated and we look forward to helping those in need. May you have an excellent 2008 holiday season.

PANTOMIME

Traditionally, the Life Strategies team gets together every Christmas. This is meant to be a celebration of our team and a time to get caught up with each other and, of course, celebrate the holiday season. We've done a number of different activities over the years and, this year, we got together to watch a "Panto." Panto also known as Pantomime is a form of theatre popular in Britain, Ireland, Canada, and a few other countries.

Wikipedia (<http://en.wikipedia.org/wiki/Pantomime>) defines Pantomime as:

"Traditionally performed at Christmas, with family audiences consisting mainly of children and parents, British pantomime is now a popular form of theatre, incorporating song, dance, buffoonery, slapstick, in-jokes, audience participation, and mild sexual innuendo. There are a number of traditional story-lines, and there is also a fairly well-defined set of performance conventions... The leading male juvenile character (the 'principal boy') is traditionally played by a young woman...an older woman (the pantomime dame - often the hero's mother) is usually played by a man in drag...audience participation, including calls of 'look behind you!' or 'he's behind you!', and 'Oh, yes it is!' or 'Oh, no it isn't!' The audience is always encouraged to 'Boo' the villain, and 'Awwwww' the poor victims..."

If you have an opportunity to get together as a team or with your family or friends for an outing this holiday season we recommend going to the Panto. One of the best performances is in "downtown" White Rock. For more information visit <http://www.whiterockplayers.ca/>

CONFERENCES: PROFESSIONAL DEVELOPMENT OPPORTUNITIES

WHAT	WHEN	FOR WHOM	REGISTRATION DETAILS
NATCON 2009	January 19 - 21, 2009 Toronto, ON	Individuals in the Career Development field	For details, visit http://www.natcon.org/default.aspx
Career Development Conference (CDC) 2009	March 3 - 4, 2009 Vancouver, BC	Individuals in the Career Development field	For details visit http://www.bccma.ca/conference.asp
CANNEXUS	April 6 - 8, 2009 Toronto, ON	Individuals in the Career Development field	For details visit http://www.cannexus.ca/
CDAA Conference 2009	April 15 - 17, 2009 Melbourne, Australia	Individuals in the Career Development field	For details visit http://www.abcon.biz/cdaa2009.htm
CCA Conference: Changing Landscapes	May 20 - 22, 2009 Saskatoon, SK	Counsellors	For details visit http://www.cca-ssca2009.ca/english_home.html
IAEVG: Coherence, Co-operation and Quality in Guidance	June 3 - 5, 2009 Jyväskylä, Finland	Individuals in the Career Development field	For details visit http://ktl.jyu.fi/ktl/iaevg2009fin
Building Tomorrow Today Consultation	June 10 - 11, 2009 Edmonton, AB	Individuals in the Career Development field	For details visit http://www.careerdevelopment.ab.ca/events/btt.php
NCDA 2009	Pre-Conference June 30, 2009 Conference July 1-3, 2009 St. Louis, MO	Career Practitioners	For details visit http://www.ncda.org/

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

WHAT	WHEN	FOR WHOM	REGISTRATION DETAILS
Sustainability: Building Organizational Capacity Thru People	January 29, 2009 (Registration Deadline January 22, 2009) Webinar - Online	HR Professionals EAP counsellors Coaches Managers	For details and to register visit http://www.bchrma.org/content/events/ls/details.cfm?EventID=035-008
Scaling Up: Early/Mid Career Transitions	February 21, 2009 from 10am to 1pm at SFU Surrey	Recent Graduates Employees in transition	\$75.00 + GST For details visit http://www.sfu.ca/cstudies/mpprog/scaling-up.htm
Scaling Down: Late Career Transitions and Early Retirement	February 28, 2009 from 10am to 1pm at SFU Surrey	Potential Retirees Individuals experiencing a late career transition	\$75.00 + GST For details visit http://www.sfu.ca/cstudies/mpprog/scaling-down.htm
CPE 510 & 521	CPE 510 March 18, 2009 or September 23, 2009 CPE 521 April 22, 2009 or October 21, 2009 Online	CPE 521 = Students with an undergraduate degree and CPE 510 (or a similar course)	CPE 510 - \$695.00 + GST CPE 521 - \$1,250.00 + GST For details, visit http://lifestrategies.ca/training.cfm
CMPP Orientation	April 27, 2009 Online	Prospective and new CMPP students	Register by emailing studentadvisor@lifestrategies.ca Cost - Free
PD Bridging Online Workshop	May 20 - 28, 2009	True Colors [®] Facilitators or MBTI [®] Qualified Users	\$399.00 + GST For details, visit the Life Strategies Online Store
PD Level 1 Online Training	May 20 - June 9, 2009	HR Professionals Career Practitioners Teachers / Counsellors	\$879.00 + GST For details, visit the Life Strategies Online Store
Career Management Professional Program	Courses start every Wed. beginning in Sept. - Online	HR Professionals Career Practitioners Teachers / Counsellors	\$329.00 + GST 10% discount when registering for 3 CMPP courses at once For details, visit http://lifestrategies.ca/training.cfm
ENET Educational Society Training Days	First Wed. of every month	HR Professionals Career Practitioners Teachers / Counsellors	\$20.00 - Including Tax - Members \$40.00 - Including Tax - Non-Members For details, visit www.enetsociety.com



ABOUT LIFE STRATEGIES

Life Strategies specializes in career management and leadership development services for individuals and organizations, psychometric assessment services, training, and e-learning initiatives. We provide professional development and train-the-trainer sessions for human resources professionals, career practitioners, career management professionals, and counsellors. In all our work we strive to build capacity within individuals and organizations through consultation, facilitation, coaching, and training.

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