



# Illuminations

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Life Strategies Newsletter  
June, 2010

## Keeping in Touch

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### POINTS OF INTEREST

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Summer is generally seen as a slower time for businesses like ours – a time for vacations, course revisions, and catching up on writing projects. This year, however (interestingly, just like last year), the pace doesn't seem to be slowing down. We know we're not alone in this shift towards a 24/7/365 work schedule. We also know that working full out, all day, every day, isn't sustainable. Sustainability – both individual and organizational – has been an interest of the Life Strategies' team for the past couple of years. We've spoken, written, and facilitated workshops about it. Yet, as individuals working within the organization, despite being convinced of the importance of the concept we still struggle to keep our own lives in balance.

Many initiatives that are intended to contribute to balance actually turn out to be double-edged swords. While we all appreciate the opportunity to work from home offices much of the time, it's made it challenging to clearly separate home and work. As a virtual company, we benefit from the global reach that technology offers us; however, going global has resulted in students, clients, and suppliers in very different time zones communicating with us at all times of day and night (and...crossing the international date line means even weekends aren't the same days for all of us). Our team enjoys the project-based nature of our work; the impact this approach, however, is the need to juggle demands from a variety of directions, sometimes with conflicting deadlines. We have a multi-talented team, so most of us are engaged in a wide range of projects. This is great when we're all here; however, if one person is away, almost every project is impacted in some way.

Like many, many other people, we've learned to be intentional about sustainability – natural downtimes in our business cycle no longer exist, so we need to schedule in breaks and determine a manageable pace for each day and week. Like many others, emergencies come up that require us to stretch a bit; this is sustainable only if it's not constant. Resilient people have the capacity to stretch and flex when necessary; however, continuous, relentless stress (i.e., coping with emergencies all day, every day) is a recipe for burnout.

Many of our projects this summer cluster around the sustainability theme – which is why it is the focus of this newsletter. In the "Did you know?" section, we hope that you'll gain insights to help you and your colleagues take a more sustainable approach to your own projects.

One of our recent in-house sustainability initiatives was to relocate Life Strategies' offices to Aldergrove – a small, quiet community about an hour southeast of Vancouver, BC. Through this move we're contributing to our commitment to be as "green" as possible – the commute is significantly less for most members of the team, we're using local suppliers wherever possible, and developing local business to complement our international services. If you're in the area, please join us for our Open House on Tuesday, June 8, 3:30 – 6 PM. Contact info@lifestrategies.ca or phone (604) 856-2386 for details!

Roberta and the Life Strategies Team

## SEARCHING FOR SUSTAINABILITY...DID YOU KNOW?



Life Strategies contributes to the sustainability of individuals and organizations...our work focuses on **supporting people and strengthening process**. Each cluster of services is intended to make work and life more manageable for the people we serve, maximizing the use of resources and making exceptional programs and services available wherever you are, whenever you need them.

Life Strategies offers:

- **coaching and counselling support** to individuals and organizations. Organizations contract our services for transition support during restructuring and downsizing, return-to-work action planning, performance improvement, employee retention initiatives, and leadership development. Individuals seek us out for career and life planning, stress management, and strengthening relationships./
- **HR support and consulting** to support employee recruitment, retention, and engagement; facilitating workshop on topics including team strengthening, leadership development, work-life balance, and stress management; curriculum development and design.
- **psychometric assessments** (tests) to support employee selection, teambuilding, leadership development, career planning. A recent testing client noted:

*"I am very happy with the services you have provided to us. The assessments have helped participants understand themselves better, within the context of the general population. It is also helping supervisors to formulate plans that will work well for the participants and for our organization. The assessment results take our discussions out of the realm of conjecture ("I think," "It looks like," "Maybe") to a more objective place. For example, now we can say, "We both know this is an area you find challenging. What can we do to make things easier?"*

## SUSTAINABLE LEARNING

Did you know that asynchronous learning provides an opportunity to easily integrate learning into already busy lives? No rushing from work, eating on the run to make it to class on time or getting home late in time to do laundry, make lunches, and start over the next day. Instead, e-learning can be done at any time of the day, from anywhere helping individuals to easily integrate professional development into the realities of their lives.

## WHERE IN THE WORLD DO YOU LEARN?

Help us demonstrate that e-learning can be done from anywhere at anytime. Send us a photo of you and your computer, with the Life Strategies LearnOnline site displayed, and enter to win. Send your photos (jpeg files please) to [info@lifestrategies.ca](mailto:info@lifestrategies.ca) from June 7th to September 15th, 2010; winners will be announced by October 1st, 2010. Check out the Life Strategies website for full contest details.

## THEORIES AND ETHICS - ON THE FARM

Join Deirdre Pickerell, in Aldergrove, BC, for a mixed-mode option of Life Strategies' BCCDA approved theories and ethics courses. The in-person component will take place with the spectacular back drop of BC's farm country; discussions will continue online within the Life Strategies e-learning system.

Career Development Foundations, Emerging Theories & Models (10 hrs in person / 10 hrs online)

- Thursday July 22nd and Friday July 23rd, 9am - 3pm
- Monday July 26 - Sunday August 1st - online

Ethics Essentials for Career Practitioners (5 hrs in person / 10 hrs online)

- Friday August 13th, 9am - 3pm
- Monday August 16th - Wednesday August 18th



## CAREER MANAGEMENT PROFESSIONAL PROGRAM (CMPP) ETHICS AND THEORIES

The CMPP Ethics and Theories courses have been approved by the BC Career Development Association (BCCDA) to qualify for the CCDP educational requirements.

Career Development Foundations, Emerging Theories & Models (20 hours online) starts:

- September 22, 2010

Ethics Essentials for Career Practitioners (10 hours online) starts:

- October 20, 2010

### CONGRATULATIONS

Congratulations to our recent  
Career Management Professional Program Graduate:

Marion Storm, Employment Facilitation / Work Search Specialist  
Rachel Copp, Organizational / Career Development Specialist  
Sarah Nelson, Global Career Development Facilitator

*"Though it's my very first time to try the on-line learning experience, it's a lot of fun. The discussion forums provided an excellent platform for us to share our own experience. I really enjoyed it very much."*  
~ 10-Hour Ethics Course Participant

## CMPP INFORMATION

Please see our [CMPP Schedule](#) for upcoming courses - the 2011 course calendar will be released Summer 2010. To register for courses, please visit the Life Strategies' [Online Store](#).

Register for 3 or more courses, at once, and receive a 10% discount.

New student? Take our Online Readiness Quiz to see if e-learning is right for you. Then, connect with the Student Advisor for more information and help with course planning.

## CMPP ORIENTATION

Life Strategies Ltd. has designed an Orientation that will give students who are new to the online learning experience the opportunity to see how our system works and how our program operates. Our next Orientation session will be:

**August 30 – September 3, 2010**

To register, please contact the Student Advisor, at [studentadvisor@lifestrategies.ca](mailto:studentadvisor@lifestrategies.ca) by August 20, 2010

## CONFERENCES: PROFESSIONAL DEVELOPMENT OPPORTUNITIES

WHAT	WHEN	FOR WHOM	REGISTRATION DETAILS
<b>NCDA</b>	<b>JUNE 30 - JULY 2, 2010</b> <b>PRE-CONFERENCE</b> <b>JUNE 29</b>	Career Practitioners and Educators	To register click <a href="#">here</a>

## PROFESSIONAL DEVELOPMENT OPPORTUNITIES

WHAT	WHEN	FOR WHOM	REGISTRATION DETAILS
<b>CMPP Orientation</b>	<b>August 30 - September 3, 2010</b> Online	Prospective and new CMPP students	Register by emailing <a href="mailto:studentadvisor@lifestrategies.ca">studentadvisor@lifestrategies.ca</a> Cost - Free
<b>CPE 510</b>	<b>September 8, 2010</b> Online	Individuals interested in the fundamentals of psychometric assessments	<b>CPE 510 - \$695.00 + GST</b> For details, visit <a href="http://lifestrategies.ca/training.cfm">http://lifestrategies.ca/training.cfm</a>
<b>PD Bridging Online Workshop</b>	<b>September 15, 2010</b> Online	True Colors © Facilitators or MBTI © Qualified Users	<b>\$399.00 + GST</b> For details, visit the Life Strategies <a href="#">Online Store</a>
<b>PD Level 1 Online Training</b>	<b>September 15, 2010</b> Online	HR Professionals Career Practitioners Teachers / Counsellors	<b>\$879.00 + GST</b> For details, visit the Life Strategies <a href="#">Online Store</a>
<b>Managing Diversity at Work</b>	<b>September 22, 2010</b> Online	Managers or Supervisors HR Professionals Career Practitioners	<b>\$209.00 + GST</b> For details, visit the Life Strategies <a href="#">Online Store</a>
<b>CPE 521</b>	<b>November 3, 2010</b> Online	CPE 521 - Students with an undergraduate degree, psychology courses, and CPE 510 (or a similar course)	<b>CPE 521 - \$1,250.00 + GST</b> For details, visit <a href="http://lifestrategies.ca/training.cfm">http://lifestrategies.ca/training.cfm</a>
<b>Career Management Professional Program</b>	<b>Various start dates</b> Online	HR Professionals Career Practitioners Teachers / Counsellors	<b>\$349.00 + GST</b> 10% discount when registering for 3 CMPP courses at once For details, visit <a href="http://lifestrategies.ca/training.cfm">http://lifestrategies.ca/training.cfm</a>



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### 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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