



Illuminations

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Life Strategies Newsletter

March, 2010

Keeping in Touch

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Perhaps because we're still settling into a new home, office, and community (after relocating in December), we're acutely aware of **diversity**. Everything's just a little different; similar...but not quite the same. We still need to flip several light switches before we find the "right" one; last week, we were amazed to see a nondescript tree erupt with 5 huge pink magnolia blooms. We're meeting diverse people and adjusting to a different pace of life – a new culture! All this while, an hour away, Vancouver welcomed the world to the Olympics and Para-Olympics this winter – the opening ceremonies offered amazing displays of the diversity of Canada, yet the unique culture that we've become known for (eh?).

Diversity has also been a major theme in our work this year. If you haven't yet taken the time, check out the SEED toolkit at www.embracingdiversity.ca. SEED is an acronym for **Supporting Employers Embracing Diversity**; the toolkit includes a comprehensive collection of resources supporting workplace diversity. In a brief article later in this newsletter, you can read about another of our diversity initiatives, **Managing Diversity at Work** – a facilitated online learning opportunity generously funded by the Canadian Career Development Foundation. On the same theme, we've been conducting **diversity workshops** within organizations, facilitating discussions amongst employer groups and career service providers, and presenting on the topic at conferences.

The international reach of Life Strategies has also expanded – just this month we introduced our **Let's CHAT!** coaching model in a facilitated e-learning format to an intact work group in a financial institution in **Dubai!** See the photo on page two of this newsletter. We're in the midst of training instructors (primarily American) for the new **Global Career Development Facilitator** program that we partnered with NECA (National Employment Counseling Association, a division of the American Counseling Association) to develop. Despite the similarities between the US and Canada, from an employment services perspective there are significant differences in government policies, services, resources, and economies. We've even found language differences (e.g., Canadians refer to "marking" assignments; Americans "grade" them).

This is a month of celebrations for the Life Strategies team – we've completed several large projects and look forward to new beginnings. While in Pittsburgh to begin training the GCDF instructors, Roberta was surprised and honoured to receive **NECA's Professional Development Award** for her work as editor of the Journal of Employment Counseling and co-developer of their new GCDF training. Although we're sad to see **Amanda Pereira** leave us at the end of this month, we're excited to see where the next step on her career journey takes her.

Finally, embracing diversity includes celebrating cultural traditions. **Easter** is a very important time of year for many members of the Life Strategies team – a time of hope and renewal. We wish you the best as you look ahead to a season of blessings and diverse opportunities...

Warmest regards,

Roberta and the Life Strategies Team

EMBRACING WORKPLACE DIVERSITY



Roberta Neault, PhD

It's not always easy to celebrate diversity. Especially when we're busy, it's just nice to get things done smoothly, without mishap or miscommunication, without extra effort. The temptation is to hire people "just like us," people who "get it," who "speak our language."

Customers and clients may feel the same – which is one of many good reasons to strategically expand the diversity of your workforce. As you reflect on your own workplace, are there any clients or customers that might feel under-represented? How might this impact their comfort in doing business, accessing services, or engaging in learning with you?

Workplace diversity goes far beyond ethnicity. Consider the age of your workers...and their gender, religion, languages, sexual orientation, socio-economic status, rural or urban roots, education, abilities, work and life experiences. Consider, when you're travelling, how it warms your heart to meet someone "from home." Consider, whether you're struggling with technology, health issues, or deep emotional pain, how it helps to have someone you can speak to in your own language. As I've written in the past, I don't believe you have to "be one to help one." However, I do believe there's an increasing and urgent need to be culturally competent, regardless of where you work or what you do.

Are you interested in learning more about enriching and embracing workplace diversity? If you're a manager or supervisor, HR professional, or career practitioner, join us online for one week, May 5 – 11, 2010 for [Managing Diversity at Work](#). If you're a career practitioner and want more than one course, consider the [Multicultural Specialty stream](#) of our [Career Management Professional Program](#); courses run for 2 weeks each and include The Immigrant Experience, International/Global Careers, and Understanding Diverse Clients. If you're looking for more customized support, we're happy to chat with you about in-house workshops, coaching support for managers and supervisors, or consultation support in rolling out a comprehensive workplace diversity initiative. Contact us at info@lifestrategies.ca or (604) 856-2386.

GLOBAL LEARNING

Did you know that asynchronous learning provides an opportunity to participate in courses from across the globe? Life Strategies offers various asynchronous courses (Let's CHAT!, CMPP courses, Personality Dimensions training, B Level Assessment training, and more). There is no specific time participants need to be online during the day. This allows participants from around the world to join courses which increases diversity and enriches discussions and learning. The picture to the right is of the Life Strategies Let's CHAT! course with students from Dubai.



LOOK BEFORE YOU LEAP

Life Strategies has developed the [Look Before You Leap](#) website for individuals interested in beginning their own consulting company. The site provides an insight into what the “consulting life” is really like.

Check out [Look Before You Leap](#) for handouts from Life Strategies’ presentation at the recent Career Development Conference and to learn more about Life Strategies’ services.



Career Management Professional Program (CMPP) Ethics and Theories Courses

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

- Ethics Essentials for Career Practitioners (10 hours online) start dates:
- May 19, 2010
- October 20, 2010

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

- April 14, 2010
- September 22, 2010

“Thanks so much for such a thorough, engaging and inspiring course. It never occurred to me that I would actually enjoy thinking and chatting and writing about ethics!” ~ 10-Hour Ethics Course Participant

CONGRATULATIONS

Congratulations to our recent Career Management Professional Program Graduate:

Joseph Fernades
~ Employment Facilitation / Work Search Specialist
~ Career Transition Specialist

CMPP INFORMATION

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

In order to be flexible and to accommodate the diverse needs of our students we are now offering courses in a mixed-mode format (some courses online and some courses directed study format only). Please see the [CMPP schedule](#) for changes to our courses.

Note for courses offered as directed studies: We will always offer courses in Moodle if requested and there are enough participants to run a course. This usually occurs only when we are approached by an intact group.

CMPP ORIENTATION

Life Strategies Ltd. has designed an Orientation site 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 Cassie, Life Strategies’ Student Advisor, at studentadvisor@lifestrategies.ca by August 20, 2010

CONFERENCES: PROFESSIONAL DEVELOPMENT OPPORTUNITIES

WHAT	WHEN	FOR WHOM	REGISTRATION DETAILS
NCDA	June 30 - July 2, 2010 Pre-Conference June 29	Career Practitioners and Educators	To register click here
IAEVG - Jiva International Conference	October 8 - 10, 2010	Career Guidance Professionals	To register click here

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

WHAT	WHEN	FOR WHOM	REGISTRATION DETAILS
PD Bridging Online Workshop	April 28, 2010 or September 15, 2010 Online	True Colors ® Facilitators or MBTI ® Qualified Users	\$399.00 + GST For details, visit the Life Strategies Online Store Registration cut off for the April 28th session is April 14, 2010
PD Level 1 Online Training	April 28, 2010 or September 15, 2010 Online	HR Professionals Career Practitioners Teachers / Counsellors	\$879.00 + GST For details, visit the Life Strategies Online Store Registration cut off for the April 28th session is April 14, 2010
Managing Diversity at Work	May 5 - 11, 2010 Online	Managers or Supervisors HR Professionals Career Practitioners	\$209.00 + GST For details, visit the Life Strategies Online Store
CPE 521	May 5, 2010 or November 3, 2010 Online	CPE 521 - Students with an undergraduate degree and CPE 510 (or a similar course)	CPE 521 - \$1,250.00 + GST For details, visit http://lifestrategies.ca/training.cfm
CMPP Orientation	August 30 - September 3, 2010 Online	Prospective and new CMPP students	Register by emailing studentadvisor@lifestrategies.ca Cost - Free
CPE 510	September 8, 2010 Online	Individuals interested in the fundamentals of psychometric assessments	CPE 510 - \$695.00 + GST For details, visit http://lifestrategies.ca/training.cfm
Career Management Professional Program	Various start dates Online	HR Professionals Career Practitioners Teachers / Counsellors	\$349.00 + GST 10% discount when registering for 3 CMPP courses at once For details, visit http://lifestrategies.ca/training.cfm



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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