

2020 TOP NETWORK ANNUAL GATHERING WORKSHOP SCHEDULE

Saturday, January 11

10:30am-12:00pm

Dabbling in the Data: Hands-On Meaning Making for Teams

Facilitated by: Corey Newhouse & Cheralynn Corsack

In this skill-building session, participants will learn activities that can help teams make meaning out of their data, yielding actionable insights and powerful stories.

Session participants will receive a copy of Dabbling in the Data, a facilitators' guidebook that provides step-by-step instructions for 15 interactive team activities that organizations can use to make meaning of their data. Participants will practice activities and reflect on how they can use the activities in their own work.



Corey is the Founder and Principal at Public Profit. She founded Public Profit to build a team that would seamlessly blend social science research methods, organizational change strategy, and a deep commitment to supporting changemakers. Corey leads the team's strategic direction, external relationships, and business development. She also serves as an internal thought partner to project teams, assisting with the design of Public Profit's engagements in evaluation, capacity building, and strategic program design. She presents at conferences nationally, including the American Evaluation Association, National Afterschool Association, and Good Tech Fest. She earned her MPP at UC Berkeley and her BA at Columbia College.



Cheralynn is a Research Assistant at Public Profit. She leads quantitative and qualitative data collection, management, and analysis for a variety of clients. She co-facilitates presentations and trainings, and contributes to deliverables including written reports and data visualizations. Cheralynn also provides project administration support, including scheduling, client communication, and preparing materials for meetings and trainings. Cheralynn earned her BS in Public Health at the University of South Florida, and her MPH in Maternal, Child, and Adolescent Health at UC Berkeley, where she was trained in program planning and evaluation, quantitative and qualitative methods, and theories of social behavior.

Saturday, January 11, 10:30am-12:00pm (continued)

Engaging Non-Traditional Partners

Facilitated by: Heidi Kolbe and Selma Abinader

This workshop will offer sound techniques that have been proven to work in community engagement and public participation efforts not only in public health but in other sectors as well. It will showcase real-life public health lead collaborative examples, share proven methodologies and processes, and utilize the participants' lived experience to highlight how to meaningfully engage nontraditional stakeholders as partners in addressing health inequity.



Heidi Kolbe is a Mentor ToP Trainer who has conducting strategic planning for many organizations. She is the developer of the Accelerated Action Planning course and a lead trainer for ToP Secrets of Implementation. She works mainly with federal, state and local government agencies.



Since 2002 Selma has assisted over 200 groups, organizations, and institutions on their journey of growth and change. Her greatest joy is working to develop a consulting strategy that respects group culture and responds to specific needs. She specializes in Public Health in addressing the root causes of health disparities and engaging nontraditional partners in achieving health equity.

Saturday, January 11, 10:30am-12:00pm (continued)

Welcome to the ToP Network Annual Gathering

Facilitated by: Stephanie Ahles and BethMarie Ward

New to the ToP Network Annual Gathering? Come meet other new gathering participants, learn about acronyms, a bit about the history of the ToP Network, and get your own questions answered.

This interactive session will include an opportunity to meet new friends as well as learn from each other's questions and experiences.



Stephanie is a consultant, facilitator and trainer at HueLife. She is dedicated to helping organizations align activities with mission and values, strengthen processes and increase engagement by building a culture of innovation, equity and empowerment. Her unique ability to motivate and inspire groups through participatory processes consistently delivers great results. She has 20 plus years of leadership experience in local government. She specializes in leadership and organizational development, change and project management, and strategic planning.

Stephanie is a ToP® Certified Facilitator and Mentor Trainer. She has a baccalaureate degree in Psychology and Social Work and a Master's degree in Public Administration.



BethMarie Ward, MA, CTF is owner and principal of Regenerate Group. She has over 15 years of experience working in non-profits and higher education leading planning and change initiatives. Ms. Ward is an Institute of Cultural Affairs Certified ToP® Facilitator and Apprentice Trainer working with organizations on strategic and action planning, systems change management, and leadership development. She holds an M.A. in Human & Organizational Development from St. Mary's University of Minnesota. Deeply committed to social innovation, she has also contributed many community and business development projects locally and internationally. She facilitates art and creative writing as a form of healing and restorative justice to youth in Juvenile Hall.

Saturday, January 11, 10:30am-12:00pm (continued)

The Urgency of the Climate Crisis

Facilitated by: Becky Foreman and Linda Hamilton

This workshop is for people who have a deep concern about the climate crisis and want to take action. This is a simple presentation designed for groups that gives people a complete picture of the climate crisis and motivates them to take action. Each participant will receive an electronic version of the entire presentation that they may use with any group. There is no prerequisite.



Becky is a certified facilitator and mentor trainer who facilitates and trains primarily in the Southern California area (although her work has taken her on some exciting out of state adventures as well). She particularly enjoys working with nonprofits and government agencies to help them achieve their missions in these often stressful and chaotic times.



Linda was part of the team that wrote the original TSP manual. She was part of ICA staff from 1970-1979; co-founder of FOOD FOR ALL, a fundraising and grant making program for root causes of hunger, 1985-1998; owner and sole proprietor of Participation Works, specializing in strategic planning (1998-2014); ToP Trainer until 2014 (starting before TTN was established); currently working on building awareness of the climate crisis. Linda also developed a "Streamlined Strategic Planning" course which is in the process of being submitted for consideration as part of the approved ToP curriculum.

2:00pm-3:30pm

"But I'm a Facilitator, not a SALESPERSON!"

Facilitated by: Noj Zachariah

If you cringe at the terms "sales" and "selling", this is the session for you.

Come learn fundamental concepts of sales and how clients are better served when facilitators are proficient and confident at SALES.



Noj Zachariah, MBA, is a former actuary at PriceWaterhouseCoopers consulting for pension plans of Fortune 500 companies.

Saturday, January 11, 2:00pm-3:30pm (continued)

Using ToP Methods within an Interest-Based Approach

Facilitated by: Jeremy Kautza and Jill List

Join us as we briefly introduce you to the basic philosophies and ideas behind Interest-Based approaches to negotiation, conflict resolution, and decision making, made popular by the best-selling book, "Getting to Yes" by Ury, Fisher, and Patton.

You'll see how one facilitator utilized ToP Methods in an Interest-Based process that was designed to bring healing and forge a collaborative path forward to stakeholders in a university setting. Afterwards, we'll utilize each other's creativity and expertise to help design facilitated experiences for scenarios you feel would benefit from this type of approach.



Jeremy Kautza is a certified ToP facilitator and trainer deeply committed to the principles of inclusion and profound respect. Currently, he works as an internal consultant for the University of Wisconsin where he brings in-depth expertise in strategic planning, conflict resolution, organizational change management, and participatory facilitation methods to the people he serves. Prior to his time at the UW, he served as the director of the Office of Interest-Based Problem Solving at Madison College where he led a team of facilitators who supported departments, and cross-functional teams in policy writing, conflict resolution, strategic planning, and process improvement. Jeremy also lends his talents to the HueLife team in Minneapolis, MN where he is instrumental in building the facilitative capacity of leaders while also serving clients who desire an inclusive strategic planning process. Jeremy has degrees in mathematics, curriculum and instruction, and educational leadership and policy analysis, all from UW-Madison.

Mash Up: Design Thinking and ToP

Facilitated by: Virginia Hamilton

Learn what Human Centered Design (HCD) is, and how it is being used to design better services for government and non-profits. In this highly interactive session, you will experience HCD for yourself, in a fun and face-paced team activity. And yes, scissors, tape and playdough are involved.



Virginia Hamilton is a process geek and policy wonk who has been lately using Human Centered Design, ToP (she's a Mentor Trainer), Behavioral Science and Trauma-Informed Care to help government and non-profits redesign services focused on the needs of vulnerable populations and staff. She also works on large scale system change and served as an internal innovation and engagement consultant for US DOL Secretary Tom Perez while serving in the Obama Administration. She lives in Berkeley and travels incessantly. She recently made a commitment to working only 100 billable days a year.

Saturday, January 11, 2:00pm-3:30pm (continued)

Using ToP Methods to Advance the Strategic Prevention Framework

Facilitated by: Karie Terhark

As our healthcare changes to a healthy community approach, we are seeing an increase in community prevention coalitions. These coalitions are often given the Strategic Prevention Framework (SPF) as a guide to engage the community and implement change. The one thing the SPF lacks, is the “how to”. The ToP tools are the perfect fit into the SPF model.



Karie is a Certified ToP Facilitator and Trainer. She previously worked as the Director for the Allies for Substance Abuse Prevention Coalition (A.S.A.P.). While at A.S.A.P., she facilitated a countywide coalition of volunteers to assess, plan, and implement environmental strategies to change the culture around underage drug and alcohol abuse. Through that process, the coalition has successfully passed ordinances and policies that have created sustainability in their efforts. Previously, Karie worked 10 years in the Human Resource field along with being a small business owner. Karie's energy is contagious and she is driven to inspire people to make a change in their lives and communities.

4:00pm-5:30pm

Creative Ways to Solicit Stakeholder Feedback

Facilitated by: Jessica Manta-Meyer & Hannah Pickar

In this session, participants will build their toolkit of feedback methods to assure broader representation of audiences.

Using Public Profit's Creative Ways to Solicit Stakeholder Feedback guide, participants will learn about verbal, kinesthetic, and visual ways to solicit input through hands-on practice.



Jessica is the Managing Director at Public Profit. She directs many of the projects at Public Profit, spanning philanthropy, leadership development, and health. She designs evaluation studies, develops project strategy, and manages implementation including all aspects of data collection, analysis, and reporting. An expert trainer, Jessica also facilitates large stakeholder meetings and evaluation capacity building trainings and provides evaluation coaching to clients and staff alike. Prior to joining Public Profit, Jessica had several years of experience creating, directing and evaluating a range of youth development, LGBT, and health programs. Jessica earned her BA in Latin American Studies at Carleton College.



Hannah is a Senior Research Assistant at Public Profit. She leads quantitative and qualitative data collection, management, and analysis for a variety of clients. She co-facilitates presentations and trainings, and contributes to deliverables including written reports and data visualizations. Hannah also provides project administration support, including scheduling, client communication, and preparing materials for meetings and trainings. Hannah earned her BA in Honors Psychology at Scripps College, and her MA in Positive Developmental Psychology and Program Evaluation at Claremont Graduate University, where she was trained in the theory and methods needed to design, implement, and evaluate programs aimed at fostering positive human development.

Saturday, January 11, 4:00pm-5:30pm (continued)

Social Media 101: Secrets to Enhance Your Business

Facilitated by: Aaron D. Wolowiec

You've set up profiles on Facebook, Twitter and LinkedIn, but you're unsure what to say, when to post and how to maximize exposure. During this session, explore how social media can support your business by effectively engaging your advocates, partners and potential clients. Walk away with a game plan based on current best practice you can immediately implement to drive reactions, comments and, ultimately, revenue.



Aaron D. Wolowiec, MSA, CAE, CMP, CLEA, CTA, CTF/QT (pronouns: he/him/his) has an obsession with learning that traces back to preschool, where a knitted purple people eater taught him important life lessons (like cleaning up after yourself). All these years later, Aaron's honed his craft and now designs engaging, multi-sensory learning experiences for association learners, resulting in the acquisition of new knowledge and skills, the forging of new relationships, and the application of new ideas and perspectives in the workplace. A serial learner and entrepreneur himself (with an alphabet soup of letters trailing his name), Aaron is nationally recognized for his professional development work with boards, learners, staff and volunteers. Having launched four successful brands – Event Garde (coincidentally reprising his early fascination with purple), Healthy by Association, Review My Speaker and FacilitateMI – Aaron's equal parts practitioner and theorist. While the hours are long, Aaron ensures there is no shortage of fun amidst the Slack notifications, email pings and video chats – from the personal connections he shares with each client, partner and colleague to the precious moments of free time spent stalking the latest episodes of his favorite true crime podcasts.

Creating a Unified Voice for the Opioid Crisis

Facilitated by: Angie Asa-Lovstad

Learn how the ToP Facilitation tools can engage the community needing to address emerging issues. In this session you will see the facilitation journey that helped shaped the legislative agenda around the Opioid Crisis.

You also will participate in a strategic juncture activity which was used to involve leaders at the Alliance of Innovation Big Ideas Conference to identify their roles at a national level around this crisis.



Angie's life's work has been working within the substance abuse prevention arena. For the past several years she led a statewide effort to coordinate anti-drug coalitions across the state of Iowa. Through this work she used various facilitation methods to engage multiple sectors. In 2019, Angie began as an employee of Hue Life joining their facilitation and training team. Angie is a ToP Certified Facilitator and Trainer. She has served the ToP Network as a past board member and past chair of the PHiI team. Angie completed her undergrad at the University of Northern Iowa and has a Masters in Adult Education Training and Development from Drake University.

Saturday, January 11, 4:00pm-5:30pm (continued)

Transformational Facilitative Leadership

Facilitated by: Bill Staples

ToP facilitators are often pulled into leadership roles. Leaders are often driven to use ToP methods.

ToP Transformational Facilitative Leaders use the transformational power of 80 ToP tools, methods, processes, values, philosophy, and lifestyle to guide organization, community and societal transformation. This session is a thinktank on a partially developed Leadership Program to train them. Not for the faint of heart.



Bill is a principal owner of ICA Associates Inc. in Canada and is a CPF, CTF and ToP Trainer. Bill works with many clients in Canada, and with ICAs in other countries to train facilitators and develop leadership capacity. Transformational Facilitative Leadership is coming up out of IAF and from ICAs and colleagues in Toronto, London, Kiev, Seoul, Tokyo, Shanghai and others. This IAF Hall of Famer and Trustee of ICA International is anxious to get ToP Trainers familiar with the 8 day curriculum, and push it to make it even better.

Sunday, January 12

10:30am-12:00pm

"But I'm a Facilitator, not a NEGOTIATOR!"

Facilitated by: Noj Zachariah

If you cringe at the terms "sales" and "selling", this is the session for you.

Come learn fundamental concepts of sales and how clients are better served when facilitators are proficient and confident at SALES.



Noj Zachariah, MBA, is a former actuary at PriceWaterhouseCoopers consulting for pension plans of Fortune 500 companies.

Sunday, January 12, 10:30am-12:00pm (continued)

Exploring Multiple Methods for Breakthrough Thinking

Facilitated by: Ann S Epps and Nadine Lund

Piloted at IAF Conferences in Stockholm, Banff, and Paris, this highly interactive workshop provides participants with a range of creativity and innovation tools and techniques, problem-solving tools, and a framework in which to apply the tools and techniques. Join us to create an environment where everyone can participate and learn from one another to maximize the learning exchange. The workshop features a variety of experiential methods, joint discovery, small and large group discussion, and the use of multiple innovative tools to solve seemingly impossible issues.



Ann Epps is a ToP Mentor Trainer and an IAF Certified Professional Facilitator and Assessor. Ann has served as a ToP trainer and facilitator to business, government, and non-profit organizations across Asia, including Mongolia, as well as Europe and North America. As a founding member of the IAF and former board member, she is one of the initial organizers of the Malaysia Facilitator Forum and IAF Asia Facilitator Conferences. Ann was named to the IAF Hall of Fame in 2014, and frequently facilitates and co-facilitates IAF conference sessions in North America, Europe and Asia. Her current passion is exploring creativity and innovation methods in her facilitation.



Ms. Lund is a Certified ToP Facilitator/Qualified Trainer, a Certified Executive Coach and a Family Leadership Training Institute (FLTI) Master Facilitator. She uses proven methods and strategies to unlock organizational solutions for clients in the public, private and non-profit sectors. As a coach, she works with organizational leadership to create optimum individual and program performance. She also supports the efforts of the Family Leadership Training Institute (FLTI) in Colorado and nationally through National Parent Leadership Institute (NPLI), training trainers, parent and family leaders to bring effective change for children youth, families and their communities.

Harvesting the Wisdom in the Room

Facilitated by: Stephanie Ahles

Come create the narrative, participate in conversations that pique your interest, and leave with a tool to quickly harvest information.

This session is a blend of Open Space Technology and Focused Conversation, where the group will identify the topics, write and participate in discussions, and use a simple tool to harvest everyone's wisdom.



Stephanie is a consultant, facilitator and trainer at HueLife. She is dedicated to helping organizations align activities with mission and values, strengthen processes and increase engagement by building a culture of innovation, equity and empowerment. Her unique ability to motivate and inspire groups through participatory processes consistently delivers great results. She has 20 plus years of leadership experience in local government. She specializes in leadership and organizational development, change and project management, and strategic planning.

Stephanie is a ToP® Certified Facilitator and Mentor Trainer. She has a baccalaureate degree in Psychology and Social Work and a Master's degree in Public Administration.

Sunday, January 12, 10:30am-12:00pm (continued)

Using ToP Methods with Liberating Structures

Facilitated by: Jeremy Kautza

Join us as we briefly introduce you to 30+ facilitation techniques known as Liberating Structures. These simple yet effective, structured facilitation techniques are designed liberate the conversation within any group. Aligned with the ToP pillars of profound respect and inclusivity, you'll come away with an appreciation and knowledge of these techniques and how they can be used in conjunction with the ToP methods.

Come ready to experience a few of these techniques and then brainstorm with your peers how you might apply these alongside the ToP methods in your own practice.



Jeremy Kautza is a certified ToP facilitator and trainer deeply committed to the principles of inclusion and profound respect. Currently, he works as an internal consultant for the University of Wisconsin where he brings in-depth expertise in strategic planning, conflict resolution, organizational change management, and participatory facilitation methods to the people he serves. Prior to his time at the UW, he served as the director of the Office of Interest-Based Problem Solving at Madison College where he led a team of facilitators who supported departments, and cross-functional teams in policy writing, conflict resolution, strategic planning, and process improvement. Jeremy also lends his talents to the HueLife team in Minneapolis, MN where he is instrumental in building the facilitative capacity of leaders while also serving clients who desire an inclusive strategic planning process. Jeremy has degrees in mathematics, curriculum and instruction, and educational leadership and policy analysis, all from UW-Madison.

Monday, January 13

10:30am-12:00pm

Virtual "Sticky Wall" for Online Facilitation

Facilitated by: Noj Zachariah

Do you love Sticky Walls? Do you wish there was an online equivalent? Imagine all the Consensus Workshops, Strategic Plans, and Action Plans you could do for your colleagues and clients from a distance!

In this hands-on session, learn how you can simulate our beloved sticky wall online. Be sure to bring your laptop!



Noj Zachariah, MBA, is a former actuary at PriceWaterhouseCoopers consulting for pension plans of Fortune 500 companies.

Monday, January 13, 10:30am-12:00pm (continued)

The Facilitator Has Many Faces: Who Are You?

Facilitated by: Librada Estrada, Mike Beebe and Eileen Pippins

A key element to modeling a professional and positive attitude involves reflecting on our individual biases and privilege that affect our role as facilitators. Often times we are not aware of the face that we present to our participants or even who we bring into the room. Join us to take a deeper dive to explore how we perceive ourselves, how others perceive us, how we believe we are perceived and how we ideally want to be seen.



Librada Estrada, MPH, CHES, CPCC, ACC, is a leadership coach, facilitator, and trainer. She leverages her training, research and personal experiences to work with leaders of diverse backgrounds to support them in overcoming barriers and unlocking their full potential. A seasoned leader in public health with multiple coaching certifications and assessment methodologies, Librada is a respected speaker and subject matter expert in women's empowerment. She is an advocate of the ToP methods through her work in public health, individual consulting practice, and volunteer activities. Librada has been on the ToP Network Board for four years and a Co-Chair since 2018.



Mike Beebe launched Leadership for Change consulting in 2004 to pursue his passion to "build leadership skills today for a more just tomorrow." With over 25 years experience directing several youth and young adult programs, serving on nonprofit Boards, and volunteering in the community, Mike brings his real life experience into his training, facilitation and consulting with non-profits, government agencies and corporations that share Mike's vision for a more equitable world. Mike is a Certified ToP Facilitator (CTF) and Trainer. More info about Mike and his work can be found on his website at www.leadershipforchangeconsulting.com



An Oakland/San Francisco Bay Area native, Eileen Pippins, M.A. is an Organizational Development Specialist, educator, and dynamic facilitator. She has lent her talents to organizations and individuals consulting on communications, change management, community engagement, and social justice. A Communication Studies professor, her courses include interpersonal and intercultural communication. She has worked with NGOs, city and county agencies, affinity groups, formerly incarcerated populations, and more. Her motto for working with people is centered in the belief that "you can't do the work and not be the work." Eileen has been involved with the ToP Network since 2017.

Monday, January 13, 10:30am-12:00pm (continued)

All Things Certification... for Candidate or Coach

Facilitated by: Stacey Daraio and Seva Gandhi

Are you Certification Curious? Are you a potential Certification Candidate? Are you a Primary Coach (previously Primary Mentor) or interested in being one?

This session will provide you with everything you have ever wanted to know about the Certification Journey.



Stacey is a CTF, a Primary Coach and Mentor Trainer. She proudly serves on the Certification Team! Stacey encountered the methods in 2006, started her journey and never looked back. She lives in San Francisco with her wife, Kari, daughter, Keana and Kai her son. There's a few animals in the mix too!

Seva is the Director of ToP at the Institute of Cultural Affairs. Her love of the methods and the ToP community has moved her to bring structure to our nation wide network of trainers. Seva is a CTF, Primary Coach and Mentor Trainer. She works at the intersection of race and sustainability.

Creating and Facilitating a Successful Community of Practice

Facilitated by: BethMarie Ward and Connie Foster

Communities of Practice are designed to encourage learning, knowledge sharing, enhance communication, break down silos, promote transparency, and build competence and confidence.

This model empowers clients to share their expertise and learn from each other by creating a safe environment to build trusting relationships. Facilitation methods and workshop design principles are essential elements in creating a high functioning community of practice.



BethMarie Ward, MA, CTF is owner and principal of Regenerate Group. She has over 15 years of experience working in non-profits and higher education leading planning and change initiatives. Ms. Ward is an Institute of Cultural Affairs Certified ToP® Facilitator and Apprentice Trainer working with organizations on strategic and action planning, systems change management, and leadership development. She holds an M.A. in Human & Organizational Development from St. Mary's University of Minnesota. Deeply committed to social innovation, she has also contributed many community and business development projects locally and internationally. She facilitates art and creative writing as a form of healing and restorative justice to youth in Juvenile Hall.



Connie Foster is a facilitator and consultant specializing in working with colleges and universities on whole systems change, strategic and academic planning, action planning and implementation, organizational change, capacity building, leadership development and succession planning. She is dean emerita from the University of Wisconsin-River Falls. She has a PhD in sport psychology from the University of Minnesota, an M.A. in physical education from the University of Southern California, and a B.S in psychology from California State University-Long Beach. She is an Institute of Cultural Affairs Certified Technology of Participation (ToP)® Facilitator.

Monday, January 13, 2:00pm-3:30pm

How'd I do?... A self-assessment tool for diversity, equity and inclusion

Facilitated by: Krista S. Rowe and Aaron D. Wolowiec

Interested in actionable ways to practice diversity, equity and inclusion (DEI)?

This session will introduce a framework designed to inform DEI practice and support the ToP values of profound respect and inclusive participation. We will walk through a step-by-step assessment tool that encourages self-discovery, supports values alignment, and reinforces equitable engagement. This is not a checklist of how to “get it right” but rather recognizes the importance of self-examination, external coaching and collective evaluation in intentionally improving our practice.

Come ready to think together about how we can apply this feedback method to our ever-evolving bucket of resources!



Krista (pronouns: she/her/hers) is a Health Equity Consultant for the Center for Health Equity Practice (CHEP) at MPHl in Okemos, MI. She specializes in facilitating dialogue with community-based organizations and public health professionals around Health Equity and Social Justice. Krista holds her degree in Community Advocacy and Governance from Michigan State University and is a Certified ToP Facilitator (CTF).



Aaron D. Wolowiec, MSA, CAE, CMP, CLEA, CTA, CTF/QT (pronouns: he/him/his) has an obsession with learning that traces back to preschool, where a knitted purple people eater taught him important life lessons (like cleaning up after yourself). All these years later, Aaron's honed his craft and now designs engaging, multi-sensory learning experiences for association learners, resulting in the acquisition of new knowledge and skills, the forging of new relationships, and the application of new ideas and perspectives in the workplace. A serial learner and entrepreneur himself (with an alphabet soup of letters trailing his name), Aaron is nationally recognized for his professional development work with boards, learners, staff and volunteers. Having launched four successful brands – Event Garde (coincidentally reprising his early fascination with purple), Healthy by Association, Review My Speaker and FacilitateMI – Aaron's equal parts practitioner and theorist. While the hours are long, Aaron ensures there is no shortage of fun amidst the Slack notifications, email pings and video chats – from the personal connections he shares with each client, partner and colleague to the precious moments of free time spent stalking the latest episodes of his favorite true crime podcasts.

Monday, January 13, 2:00pm-3:30pm (continued)

Simplifying Change Management: The What, When and How

Facilitated by: L. Melanie Chase

Join us if you are interested in practical, simple take-aways about the what, when and how of change management, in less time with more clarity (condensing and crystalizing from research, training and practice). This workshop focuses on reinforcing change efforts, making change easier, and on when and how to deploy practical change management supports and facilitation tools for engaging stakeholders in learning and discovery throughout different stages of change.



Melanie Chase works with organizations, communities, teams and individuals to build sustainable change.

She holds a Ph.D. in organizational performance and change (HR/OD), and M.P.A. (from Research I institutions, Colorado and Arizona State, respectively) and has completed extensive training in mediation and facilitation from ASQ, ICA, Assn. for Quality & Participation, IAP2, and others. She is a certified professional in HR (SHRM-CP) and has a coaching credential from the Coach Training Alliance (ICF Certified).

She resides in Southern Arizona, works both in person and virtually. She enjoys city (Phoenix) and wildlife (mountain) adventures. She can be reached at 971-266-1380 or mchase@changesolutions.us.

Finding a Tribe's "Why" to Build Capacity

Facilitated by: Angie Asa-Lovstad and Karie Terhark

The Circles of Involvement is a great tool for building capacity within a collective.

When looking for additional people, getting to their "WHY" will help engage their reason for coming to the table. In this session we will explore the Circles of Involvement tool and learn more about Simon Sinek's "Find Your Why" can deepen the activity. We will explore how to use the ORID to explain Sinek's Golden Circle.



Angie's life's work has been working within the substance abuse prevention arena. For the past several years she led a statewide effort to coordinate anti-drug coalitions across the state of Iowa. Through this work she used various facilitation methods to engage multiple sectors. In 2019, Angie began as an employee of Hue Life joining their facilitation and training team. Angie is a ToP Certified Facilitator and Trainer. She has served the ToP Network as a past board member, past chair of the PHiT team and member of past TNAG committees. Angie completed her undergrad at the University of Northern Iowa and has a Masters in Adult Education Training and Development from Drake University.



Karie is a Certified ToP Facilitator and Trainer. She previously worked as the Director for the Allies for Substance Abuse Prevention Coalition (A.S.A.P.). While at A.S.A.P., she facilitated a countywide coalition of volunteers to assess, plan, and implement environmental strategies to change the culture around underage drug and alcohol abuse. Through that process, the coalition has successfully passed ordinances and policies that have created sustainability in their efforts. Previously, Karie worked 10 years in the Human Resource field along with being a small business owner. Karie's energy is contagious and she is driven to inspire people to make a change in their lives and communities.

Monday, January 13, 2:00pm-3:30pm (continued)

Taking the Pain Out of Naming Underlying Contradictions

Facilitated by: Heidi Kolbe

Do you have a deep respect for the Underlying Contradictions workshop's capacity to create transformational change while at the same time wondering why it can be so difficult? Come to this workshop and learn about ways to take the pain out of naming underlying contradictions. Also, learn a method to compare the data to determine the best focus for strategies.



Heidi Kolbe is a Mentor ToP Trainer who has conducted strategic planning for many organizations. She is the developer of the Accelerated Action Planning course and a lead trainer for ToP Secrets of Implementation. She works mainly with federal, state and local government agencies.