

Options for Success Inc. presents:

Deep Democracy - The Art of Innovative Decision-Making

Wednesday, September 30, 2009 – 9:00 a.m. to 12:00 p.m.



Having trouble getting everyone on board?

The biggest challenge facing organizations today is a lack of genuine buy-in necessary to move forward. Decisions are often made from the top-down with little

voice from those who will eventually have to implement them. Therein lies the challenge.

It's time to do something revolutionary for your organization.

Deep Democracy is an advanced toolkit for leaders, managers or anyone who wants to enhance team effectiveness and facilitate decisions necessary to innovate, transform and change.

In this 3-hour workshop facilitators Eddie Calisto-Tavares and Kristle Calisto-Tavares will share:

- An overview of where and how Deep Democracy has created real and sustained change.
- Four simple steps that help managers facilitate greater commitment from all members of their team.
- An interactive "fish bowl" demonstration of how Deep Democracy can be used in your organization.
- A take-away tool called the Soft Shoe Shuffle for use within your organization.

FACILITATORS

Eddie Calisto-Tavares C.I.M. is President & Principal Performance Consultant for Options for Success Inc. Eddie holds a Yellow Belt in **Deep Democracy and has used it as an integral part of her Human Resources** work. She has been lauded for her vision, passion and innovation and recently featured on the cover of HRMAM's HR Matters magazine.

Kristle Calisto-Tavares is Founder & Innovator for iNSPiRED PRACTiCE - a company dedicated to inspiring, informing and empowering our clients to build a better world. iNSPiRED PRACTiCE has taken the lead in using a cutting-edge facilitation toolkit called Deep Democracy. Kristle holds a **Green Belt in Deep Democracy** and has used it to assist groups at turning points move past road blocks toward success.

REGISTER NOW - FAX this form to (204) 989-0144 or email to admin@options4success.com or MAIL to 521-70 Arthur St, Winnipeg, MB R3B 1G7

Fee: \$199.00 + GST Payment method: Cheque Enclosed

Name _____ Title _____

Organization _____ Address _____

Phone _____ Email _____

Cheques payable to Options for Success Inc.

Participants will receive location/ final details one week prior to session; please contact Options for Success if you do not receive this information.

Cancellations must be received in writing no later than 6 business days prior to the course. G.S.T. Reg #84423 9392 RT0001