

CURRICULUM VITAE

for

Hatala, Lillas M.
Extension Division
University of Saskatchewan

1. PERSONAL

Born April 20, 1953

2. ACADEMIC CREDENTIALS

B.Sc., University of Alberta, 1975, College of Agriculture and Forestry, Department of Rural Economy

M.C.Ed., University of Saskatchewan, 1984, College of Education, Department of Continuing Education

3. OTHER CREDENTIALS

French Immersion, University of Winnipeg, 1971

Executive Development, University of Saskatchewan, 1993

Certified Human Resource Professional designation, Saskatchewan Council of Human Resource Associations, August, 1994

Management of Lifelong Education, Harvard University, June, 1998

Myers Briggs Profile Facilitator Certification, July 2001

4. APPOINTMENTS AND PROMOTIONS (U of S)

Extension Specialist III, Probationary, February 1, 1993, Extension Division

Extension Specialist III, Tenure, July 1, 1997, Extension Division

Extension Specialist IV, July 1, 1997, Extension Division

5. ASSOCIATE MEMBERSHIPS

Associate Member, Department of Management and Marketing, College of Commerce, July 1, 1998 to June 2002.

6. LEAVES

Sabbatical Leave, July 1, 1999 - June 30, 2000 (Leavey School of Business, Santa Clara University, Santa Clara, California)

Leave with out pay (July 1, 2002 to June 30, 2004 to coauthor book Integrative Leadership: Building a Foundation for Personal, Interpersonal and Organizational Success (2004))

7. HONOURS (MEDALS, FELLOWSHIPS, PRIZES)

Alberta Institute of Agrologists Gold Medal, University of Alberta, 1975

Member of the Year Award, Saskatoon and District Chamber of Commerce, 1998-99

Women of Distinction Award in the Category of Education — Lifelong Learning, YWCA, April
26, 2001

8. PREVIOUS POSITIONS RELEVANT TO U OF S EMPLOYMENT

Supervisor, Agricultural Societies Program, Alberta Agriculture, Edmonton, Alberta, 1975-77
 Program Coordinator, Parkland Region Community College, Canora, Saskatchewan, 1977-78
 Program Coordinator, Saskatoon Region Community College, Saskatoon, Saskatchewan, 1978-79
 Executive Director, Volunteer Centre, Saskatoon, Saskatchewan, 1981-84
 Census Area Manager, Statistics Canada, Saskatoon, Saskatchewan, 1986 (six-month contract)
 Member Development Officer, Federated Co-operatives, Saskatoon, Saskatchewan, 1986-87
 Training Officer, Federated Co-operatives, Saskatoon, Saskatchewan, 1987-89
 Resourcing Director, Federated Co-operatives Ltd., Saskatoon, Saskatchewan, 1989-93

9. TEACHING RECORD

Classes Taught

Instructor, MCE (605 Theory of Groups and 607 Facilitating Group Learning), Second Year Institute, University of Calgary, July 2003
 Instructor, CACE 23, Training and Development, Term 1 and 2, 2001 - 2002
 Instructor, CACE 23, Training and Developing, Term 2, 2000-01
 Instructor, CACE 27, Individual Learning in the Workplace, Term 1, 1998-99
 Instructor, CACE 23, Training and Development, Term 2, 1998-99
 Instructor, CACE 27, Individual Learning in the Workplace, Term 1, 1997-98
 Instructor, CACE 27, Individual Learning in the Workplace, Term 2, 1996-97
 Instructor, CACE 29, The Learning Organization, Term 2, 1996
 Instructor, EDCNT 420, Processes in Continuing Education, Term 2, 1996
 Instructor, HRM 243, Organizational Behaviour, Term 2, 1996
 Instructor, CACE 27, Learning in the Workplace, Term 1, 1995
 Instructor, HRM 243, Organizational Behaviour, Term 2, 1995
 Instructor, CACE 27, Learning in the Workplace, Term 2, 1995
 Instructor, BAC 28, Organizational Behavior, Fall Term, 1993

Contributed Lectures

Lecture, MGT. 498.3, Special Topics in Management, Team Development with L. McCann, October 18, 1996
 Lecture in Agriculture, 391, Effective Speaking, *How to Market Yourself to an Employer*, September, 1995
 Lecture in Agriculture, 391, Effective Speaking, *How to Market Yourself to an Employer*, September, 1994
 Lecture and two labs in Pharmacy, 364 Professional Practice, Professional Communications, *How to Deal with Difficult People*, March 10 and March 15, 1994
 Lecture in EDCNT. 891, Trends and Issues in Continuing Education. *Human Resource Development/Personal Development*, February 5, 1994
 Lecture in Agriculture, 391 Effective Speaking, *How to Market Yourself to an Employer*, September 23, 1993
 Lecture in SAG 36: Leadership and Personnel Management, *How to Train Employees*, March 9, 1993

10. THESES SUPERVISED

Membership on Master's Project Committee

Helen Duncan, M.C.Ed. Learning Needs Assessment: Saskatoon and District Chamber of Commerce. 1998-99

Gail Derbowka, M.N. Focus Groups To Develop A Learning Needs Assessment Tool. 1997-98

Special Project Supervisor

Jana Danielson, MBA 898. Developing Leaders for the Global Frontier. Term 2, 1998-99

11. BOOKS, CHAPTERS IN BOOKS, EXPOSITORY AND REVIEW ARTICLES

R. Hatala and L.M. Hatala, 2004, Integrative Leadership: Building an In-depth Foundation for Personal, Interpersonal and Organizational Success. (review copy complete, pending publication 295 pp.)

L.M.Brown, 2003. Awakening the Divine Warrior Within. Expert Women who Speak, Speak Out. (chapter)

A.A. Einsiedel, L.M. Brown, and F. Ross, 1996. How to Conduct Focus Groups: A Guide for Adult and Continuing Education Managers and Trainers. Saskatoon, Saskatchewan: University of Saskatchewan Extension Press, 84 pp.

L.M. Brown, 1984. A Follow-up Survey of the Graduates of the Continuing Education Programs at the University of Saskatchewan, 1966-1980. Saskatoon, Saskatchewan: University of Saskatchewan, 160 pp. (Masters thesis)

12. PAPERS IN REFERRED JOURNALS

PUBLISHED

L.M. Brown and B.Z. Posner, November 2001. Exploring the Relationship Between Learning and Leading. Leadership and Organizational Development Journal. Vol. 22, #6, 274-280.

L.M. Brown, December 2001. Leading Leadership in Universities: A Personal Story. The Journal of Management Inquiry. Vol4.issue 10.312-323.

ACCEPTED

Nil

13. PAPERS IN NON-REFEREED JOURNALS

PUBLISHED

Nil

ACCEPTED

Nil

14. INVITED PAPERS IN PUBLISHED CONFERENCE PROCEEDINGS AND ABSTRACTS

Nil

15. CONTRIBUTED PAPERS IN PUBLISHED CONFERENCE PROCEEDINGS AND ABSTRACTS

- L.M. Brown and R.Hatala. 2003. Integrative Leadership: Building a Foundation for Personal, Interpersonal and Organizational Success. CAUCE Conference Proceedings, May 30, 191-213, Calgary, Alberta.
- L.M. Brown, 1999. Agribusiness Leadership Development for the New Millennium. International Farm Management Congress Proceedings, 611-621, July 24, Durban, South Africa.
- L.M. Brown, 1999. Academic Department Head Leadership Development: A Model for Internal Collaboration. Canadian Association for University Continuing Education Conference Proceedings, 11-22, June 7, Winnipeg, Manitoba.
- L.M. Brown, 1996. A Comprehensive Model for Program Evaluation. Canadian Association for University Continuing Education Conference Proceeding, 23-26, May 27, Fredericton, New Brunswick.
- L.M. Brown and K. Heise, 1995. Building a Learning Organization at Saskatoon Credit Union. Saskatchewan Economic Development, Building Our Future: An International Forum on Co-operatives and Change Conference Proceedings, 214-218, June 14, Saskatoon, Saskatchewan.
- L.M. Brown and L. McCann, 1995. Building An Internal Alliance at the University of Saskatchewan, Canadian Association for University Continuing Education Conference Proceeding, 34-39, May 15, Toronto, Ontario.
- L.M. Brown and K. Hardy, 1994. Creative Leadership, Canadian Association for University Continuing Education Conference Proceedings, 52-55, May 16, Vancouver, British Columbia.
- L.M. Brown and K. Hardy, 1994. Creative Leadership, Northwest Adult Education Association Conference Proceedings, 57-63, May 1, Edmonton, Alberta.

16. TECHNICAL REPORTS RELEVANT TO ACADEMIC FIELD

- L. McCann, L.M. Brown, and D. Woods, 1997. Learning Needs Assessment. A Study by the Organization and Employee Development Unit of the Human Resources Division, University of Saskatchewan, June, 140 pp.
- L.M. Brown and E.R. Misanchuk, 1994. BAC Review — A Report of Three Surveys. Extension Division, University of Saskatchewan, April, 121 pp.

17. BOOK REVIEWS

Nil

18. INVITED LECTURES OUTSIDE U OF S AND INVITED CONFERENCE PRESENTATIONS

- L. M.Hatala, May 17, 2004, Integrative Leadership: Taking your Leadership to the Next Level. Women in Learning and Leadership, University of Regina.
- L.M. Brown, and L. McCann, April 20, 2002. Leadership Development for Deans, Canadian Association for Arts and Science Deans, half day workshop. Montreal, Canada.

- L.M. Brown, February 19, 2002. The Leadership Imperative; Awakening the Leader Within. Professional Secretaries and Administration Conference. Saskatoon, Saskatchewan.
- L.M. Brown, June 9, 2002. The Leadership Imperative: Awakening the Leader Within. Canadian Congress of Alumni and Advancement National Conference. Saskatoon, Saskatchewan.
- L.M. Brown, November 3, 2001. Learning to Lead: A Personal and Organizational Imperative. American Association for Continuing Higher Education. Vancouver, British Columbia.
- L.M. Brown, 2001. Learning to Lead: A Personal and Organizational Imperative Workshop. Canadian Association for University Continuing Education Conference, June 5, Victoria, British Columbia.
- L.M. Brown and B.Z. Posner, 2001. Exploring the Relationship of Learning and Leading. Western Academy of Management, April 3, Boise, Idaho.
- L.M. Brown, S. Graham, P. Facione, 2001. Academic Leadership Development panel presentation. American Association of Universities and Colleges, January 19, New Orleans, Louisiana.
- L.M. Brown, 2000. Academic Leadership Development panel presentation. Conference on Management and Executive Development, November 21, Phoenix, Arizona.
- L.M. Brown, 2000. University Quality Network, Academic Department Head Leadership Development. Conference Board of Canada, May 11, Santa Clara University, Santa Clara, California.
- L.M. Brown, 1999. The Leadership Challenge keynote address, The Heart of Leadership panel presentation, and two breakout Leadership Effectiveness workshops. Australian Association of Educational Administrators, Regional Conference, August 8 and 9, Canberra, Australia.
- L.M. Brown, 1999. Academic Department Head Leadership Development. University of Canberra, August 7, Canberra, Australia.
- L.M. Brown, 1997. Training and Development Trends: Changes Ahead, Association of University Personnel Administrators of Western Canada Conference, September 29, Saskatoon, Saskatchewan.
- L.M. Brown and L. McCann, 1997. Building Partnerships at Your University. University Administrations Conference, June 9, Regina, Saskatchewan.
- L.M. Brown, 1997. Relationships: The Key to Building Workplace Community. Human Resource Management Conference, April 29, Regina, Saskatchewan.
- L.M. Brown, 1997. Evaluation: The Four Levels. Saskatoon Human Resource Association and Saskatchewan Training & Development Association, Human Resource Development Symposium, April 17, Saskatoon, Saskatchewan.
- L.M. Brown, 1997. Creating and Strengthening Teams. Business for Openers, Saskatoon Chamber of Commerce, March 7, Saskatoon Saskatchewan.
- L.M. Brown and L. Hammond Ketilson, 1996. Corporate Training & Development: Changes Ahead. Canadian Cooperatives Human Resources Conference, August 13, Saskatoon Saskatchewan.

- L.M. Brown and L. McCann, 1996. A Process Driven Model of Strategic Planning, Saskatoon Human Resources Association and Saskatchewan Training and Development Association. Human Resources Symposium, March 15, Saskatoon, Saskatchewan.
- L.M. Brown, 1996. The Human Side of Business: Hiring and Managing for Performance. Saskatchewan Dairy Producers Association Conference, February 29, Saskatoon, Saskatchewan.
- L.M. Brown, 1996. Habits of Highly Effective People. Restructuring Education: Designing the Future, Winter Institute, Saskatoon Public Schools, February 27, Saskatoon, Saskatchewan.
- L.M. Brown, 1995, Building Lifestyle Balance. Regina Public Library Staff Conference, November 30 and December 1, Regina, Saskatchewan.
- L.M. Brown, 1995. Overview of Strategic Planning. Canadian Association of Fund Raising Executives, Saskatoon Chapter, April 5, Saskatoon, Saskatchewan.
- L.M. Brown, 1995. Building Lifestyle Balance. Correctional Services Canada International Women's Day Conference, March 8, Saskatoon, Saskatchewan.
- L.M. Brown, 1994. Self-Empowerment: Leading Yourself Through Challenging Times. Public Service Commission of Saskatchewan Leadership Conference, November 9, Regina, Saskatchewan.
- L.M. Brown, 1994. Networking. Saskatoon Chamber of Commerce, November 4, Saskatoon, Saskatchewan.

19. PRESENTATIONS AT CONFERENCES (non-invited)

- L.M. Brown and R. Dunsing, 1999. Developing a Leadership Culture at the University. Conference on Management and Executive Development, November 21, Tarpon Springs, Florida.
- L.M. Brown, 1999. Developing the Leadership Skills of Academic Department Heads. Colleges and Universities Human Resource Association, October 5, Seattle, Washington.
- L.M. Brown and R. O'Driscoll, 1998. Leading Learning: Trends That Impact Our Business. Conference on Management and Executive Education, November 23, Tarpon Springs, Florida.
- L.M. Brown, E. Browner, and M. Novak, 1997. Can This Marriage Be Saved? Relationships between Continuing Education and Schools of Business and Beyond. Conference on Management and Executive Education, November 24, Tarpon Springs, Florida.
- L.M. Brown, P. Slaggert, and P. Topping, 1997. Self-Assessment Tools for Leadership Development. Conference on Management and Executive Education, November 22, Tarpon Springs, Florida.
- L.M. Brown, 1996. How to Conduct Focus Groups. Conference on Management and Executive Education, November 25, Tarpon Springs, Florida.
- L.M. Brown, 1995. A Comprehensive Model for Program Evaluation. Conference on Management and Executive Education, November 20, Tarpon Springs, Florida.
- L.M. Brown, 1994. Embracing Change: Becoming More Effective Personally, Professionally, and Organizationally. Conference on Management and Executive Education, November 21, Tarpon Springs, Florida.

L.M. Brown, 1994. Embracing Change: Becoming More Effective Personally, Professionally and Organizationally. Northwest Adult Education Annual Conference, May 5, Olympia, Washington.

L.M. Brown, 1994. Home-Based Business: Implications for Adult Education and Community Development. Saskatchewan Association for Lifelong Learning Annual Conference, April 28, Regina, Saskatchewan.

L.M. Brown and L. McCann, 1993. The Personal is the Professional. Human Resource Development Canada Conference, September 17, Saskatoon, Saskatchewan.

20. PATENTS GRANTED OR PENDING

Nil

21. RESEARCH GRANT INFORMATION

Nil

22. ARTISTIC EXHIBITIONS OR PERFORMANCES

Nil

23. PROFESSIONAL PRACTICE

2002- 2004 on leave
2001 – 2002

Program Director, Business and Leadership Programs, Extension Division, University of Saskatchewan July 1, 2001 – June 30, 2002

Program Planner

- Leadership Development Program, Term 1 and 2
- Skills for Sales Success, Term 1 and 2
- Worldwide Lessons in Leadership, November 7, 2001
- Business Writing, October 30, 2001
- Leadership Essentials for Engineers. Nov 14,15
- Leadership Training for Aboriginals, November 14, 15, 2001
- Transform Your Work, November 30, 2001
- Tools for Self Discovery, December 1, 2001
- Public Speaking, December 4, 5, 2001
- Sales Success for Managers, Term 2
- Project Management, March 19, 20, 2002

Collaborative Programs with Commerce

- Reinventing Strategic Planning, March 27, 28, 2002
- Using the Web to Support you Business Strategy, March 26, 2002
- Impact Writing: Communicating Powerfully in Business, March 21, 2002
- Understanding Conflict and Dealing with Difficulties, March 20, 21, 2002
- Developing and sustaining Aboriginal and Non-Aboriginal Partnerships, March 14, 2002
- Innovation in the Workplace: Thinking Ahead Of The Box, March 12, 2002
- Making It Work: Successfully Recruiting, Hiring and Retaining Aboriginal Employees, March 7, 2002
- Adding Things Up: Financial Management for the Non-Financial Manager, March 5, 6, 2002

- Behavioral Description Interviewing: getting the Right Person the First Time, February 28, 2002
- Getting Your Message Across: Effective Business Writing, February 26, 2002
- Developing High Performance work Groups, February 11, 12 & 13, 2002

Conference

The Leadership Challenge Conference- University of Saskatchewan Leaders – Barry Posner
Keynote and Academic Leaders Workshop, May 2, 2002, University of Saskatchewan,
Saskatoon, Saskatchewan.

The Leadership Challenge Conference, 2 keynotes and 5 breakouts, May 3, 2002, University of
Saskatchewan, Saskatoon, Saskatchewan.

In-House Contracts

- Credit Union LDP (2 cohort groups), Term 2
- Volunteer Management Group Mini LDP, Term 2
- Western Canada Lottery Interpersonal Communication, May 27, 2002
- Change Management/Customer Service, University of Saskatchewan Libraries, May 25, 2002

2000 - 2001

Program Director, Business and Leadership Programs, Extension Division, University of
Saskatchewan, July 1, 2000 - June 30, 2001

Program Planner

- Train the Trainer, April 3-5, 2001
- Skills for Sales Success (2 courses in Saskatoon, September 11 - December 11, 2000, January 8 - April 2, 2001; 1 course in Prince Albert, October 27, November 3, 17, 24, 2000)
- Sales Success for Managers, January 8 - April 2, 2001
- Mental Toughness, February 27, 28, 2001
- Interpersonal Communication, February 21, 22, 2001
- Leadership Training for Aboriginals, February 1, 2, 2001
- Effective Presenting (2), January 30, 31, 2001
- Project Management, January 16, 17, 2001
- Leadership Development Program, January, 2001
- Creative Negotiating, November 21, 22, 2000
- Personal Marketing, November 20, 2000
- World Wide Lesson in Leadership, November 15, 2000
- Business Writing, November 14, 2000
- Behavioural Description Interviewing, November 2, 2000
- Bolstering Your Sales Savvy, October 19, 2000

Collaborative Programs with College of Commerce

- Leadership Development Program, January 29 - April 3, 2001
- Impact Writing, March 22, 2001
- Financial Management, March 13, 14, 2001
- Sustaining Aboriginal Partnership, March 9, 2001
- Leadership Group, March 6, 7, 2001
- Behavioural Description Interviewing, February 28, 2001
- Conflict Management, February 16, 17, 2001
- Recruiting, Hiring and Retaining Aboriginal People, February 13, 2001
- Doing Business with Aboriginal People, February 2, 2001

Banff School for Advanced Management

- Personal Leadership Component, Banff, Alberta, October 16-20, 2000

Learning Advisor and Leadership Retreat Facilitator

- Department Head Leadership Development Program — Advisory Committee meetings; coordination of developing learning plans meeting, March 22, 2001; coordination and facilitator of the June, 2001 retreat

In-House Contracts

- Corning Cable System Leadership Development Program, March 14 - June 14, 2001
- Alumni and Development, Business Writing, June 14, 2001
- Colliers McClocklin Real Estate, Business Writing, May 6, 2001
- Saskatchewan Library Association, April 23, 2001
- Millar Western Forest Products, Train the Trainer, April 9, 2001
- Saskatchewan Northern Affairs, Public Speaking, April 3, 2001
- Saskatchewan Council for Community Development (SCCD) — two Board Leadership Workshops, March 15, 30, 2001
- Cameco — Leadership Imperative, March 15, 2001
- Saskatoon Credit Union, Business Writing, March 15, 2001
- Saskatoon and District Health, Communication Image Development, March 12, 2001
- Kaptal Service Ltd., Business Writing, March 5, 2001

Workshop Designer and Facilitator

- Strengthening Departmental Leadership Retreat, co-facilitator with Linda McCann, Emma Lake Kenderdine Campus, Emma Lake, Saskatchewan, June 4-7, 2001
- The Leadership Imperative, Ducks Unlimited Canada, May 8 and 9, 2001, Saskatoon, Saskatchewan

1999 - 2000

Program Director, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 1999 - June 30, 2000 (On sabbatical Leave)

I led the strategic planning for the year with my team.

1998 - 1999

Coordinator, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 1998 - June 30, 1999

Program Planner

- Thriving in the Interview, April 28, 1999
- Train the Trainer: Designing and Facilitating Learning Programs, April 13-15, 1999
- Creative Negotiating, March 16, 17, 1999
- Personnel Counseling and Coaching, March 3, 1999
- Presenting With Impact: Advanced Presentations and Public Speaking, March 2, 3, 1999
- Untangling The Web: Web Page Management for the Non-Technical Manager, February 16, 1999
- On the Hot Seat, February 2, 1999
- Managing Customer Service, January 26, 1999
- Group Leadership: Understanding and Influencing What Goes on in Teams, Committees, and Work Groups, December 8-10, 1998
- Making Your Point: Effective Presentations and Public Speaking, December 1, 1998
- Managing Other Professionals, November 17, 18, 1998
- Taking to the Sky: Planning an Effective Satellite Conference, October 16, 1998
- Sales Success for Managers (1 course) Term 1
- Skills for Sales Success (2 courses) Term 1, 2

Collaborative Programs with College of Commerce

- Understanding Conflict Management Strategies, March 23, 24, 1999
- Adding Things Up: Financial Management for the Non-Financial Manager, March 18, 19, 1999
- Applying Learnings of the Past: Aboriginal Business Models, March 10, 1999
- Getting Your Message Across: Effective Business Writing, March 4, 1999
- Inspire Yourself: Creativity in the Workplace, March 2, 3, 1999
- People Management for the Not For Profit and Voluntary Sector, February 25, 26, 1999
- Facilitation & Coaching Skills for Managers and Group Leaders, February 15-18, 1999

Collaborative Programs with A. Wong (Adult Education)

- Interviewing for Results Series

Selection and Recruitment, November 18, 1998

Thriving in the Interview, October 21, 1998, April 28, 1999

Interviewing for Results, October 14, 1998

Coordinator

- University of Saskatchewan Department Head Leadership Development Program (three Advisory Committee meetings, one three-day retreat, seven programs)

In-House Contracts

- PCS Creative Negotiation, March 22, 23, 24, 1999
- Saskatchewan Post-Secondary Education and Skills Training Youth Focus Group Project, January, 1999
- Read Saskatoon, Strategic Planning, January 23, 1999
- Saskatchewan Agriculture and Food — Executive Communication Skills, October 28, 1998
- Consumers Association of Canada Focus Groups, October 19, 1998
- TransCanada Pipeline — Creative Negotiation, Regina, October 5, 6, 1998
- CSA Associate, Creative Negotiation, October 2, 1998

Facilitator

- Facilitation of Strategic Planning for SIAST Agriculture Business Unit, April 23, 1999, Regina, Saskatchewan
- Facilitation of Strategic Direction Setting for University of Saskatchewan Department of Geography, April 22, 1999
- Planning Session and Leadership Retreat with University of Saskatchewan Deans, with L. McCann, March 16 and June 13, 14, 15, 16, 1999, Anglin Lake, Saskatchewan
- Facilitation of a Vision for Canadian Agriculture for CALL, March 12, 1999, Kananaskis, Alberta
- Facilitator of Strategic Planning for Enrollment Management, February 17, and March 31, 1999
- Facilitation of Strategic Planning Update for University of Saskatchewan Enrollment Management, December 2, 1998
- Facilitation of Strategic Planning for University of Saskatchewan Alumni and Development, October 28, 1998
- Facilitation of a Vision for University of Saskatchewan Research Services, September 17, 1998
- Facilitator of Strategic Planning for the College of Kinesiology, September 2, 1998
- Facilitation of Strategic Planning for the University of Saskatchewan Human Resources Division, August 11, September 23, November 26, December 15, 1998, January 7, 1999
- Facilitator of Strategic Planning for University of Regina and University of Saskatchewan Human Resources Partnership, July 16 and August 10, 1998

Workshop Designer and Facilitator

- Strengthening Departmental Leadership with L. McCann May 30, 31, June 1, 2, 1999, Kenderdine Campus, Emma Lake
- Demystifying Teams for Cameco, April 22, 1999
- Board Basics Workshop for AIMS and SAF with S. McCullough, March 15, 1999
- Leadership Skills Assessment for Canadian Agriculture Lifetime Leadership Program, March 13, 1999, Kananaskis, Alberta
- Leadership Skills Assessment for University of Saskatchewan Facilities Managers, with L. McCann, February 16, 1999
- Collaborative Leadership with L. McCann, January 17, 18, 19, 20, 1999
- The Leadership Challenge for Yanke Group of Companies Management, January 16, 1999
- The Essentials of Management for Yanke Group of Companies Managers, January 12, 13, 14, 15, 1999
- The Essentials of Management for University of Saskatchewan Facilities Managers, December 8, 9, 10, 11, 1998
- Communication Skills for Leaders, Saskatchewan Agriculture and Food, with C. Rochon, December 3, 4, 1998
- Leadership Skills Assessment for Cameco November 5, 1998 and March 18, 1999
- The Leadership Challenge, Saskatchewan Agriculture and Food, October 20, 21, 22, 23, 1998
- Leadership Skills Assessment for University of Nevada International Executive Development, September 23, 1998, Lake Tahoe, Nevada

- The Leadership Advantage for University of Saskatchewan Student Leaders, September 19, 20, 1998

1997 - 1998

Coordinator, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 1997 - June 30, 1998

Program Planner

- Sales Success for Managers (Term 2)
- Skills for Sales Success (2 courses) Term 1, 2
- Creative Negotiating (2 courses) November 17, 18, 1997 and March 17, 18, 1998
- Train the Trainer, February 24, 25, 26, 1998
- Advanced Presentation, February 12, 1998
- Group Leadership, December 10, 11, 12, 1997
- Effective Presentations, December 4, 1997
- Media Relations Basics, November 4, 1997

Collaborative Programs with College of Commerce

- People Management in the Nonprofit Sector, April 16, 17, 1998
- Conflict Management, March 24, 25, 1998
- Financial Management, March 19, 20, 1998
- Facilitating and Coaching Skills, March 2, 3, 4, 5, 1998
- Effective Business Writing, February 23, 1998

Collaborative Programs with A. Wong (Adult Education)

- Interviewing For Results Series

Counseling and Coaching, May 13, 1998

Personnel Recruiting, February 1, 1998

Interviewing Basics (2 courses) October 21 and December 18, 1997

Thriving in the Interview, October 21, 1997

Coordinator

- University of Saskatchewan Department Head Leadership Development Program (three Advisory Committee meetings, five programs, one three-day retreat, six networking lunches).

In-House Contracts

- SaskTel Mobility, March 17, 18, May 5, 6, 12, 13, 26, June 2, 3, 1998
- SaskEnergy, Train the Trainer, January 28, April 1, 2, 3, 1998
- Dupont March 6 and 13, 1998
- Saskatchewan Property Management Corporation, February 10, 11, 12, 1998
- Western Canada Lottery Corporation, December 5, 1997

Secondment

- One day per week as Strategic Leader, October, 1997 - June, 1998. University of Saskatchewan/University of Regina Learning and Employee Development Partnership.

Facilitator

- Strategic Planning for Prairie West Regional College, Rosetown, Saskatchewan, June 4, 1998
- Developing An Accountability Framework, Saskatchewan Post Secondary Education and Skills Training, Saskatoon, Saskatchewan, January 1998
- Strategic Planning for Saskatchewan Canola Commission, Saskatoon, Saskatchewan, December 4, 1997

- Strategic Planning Update for University of Saskatchewan Alumni and Development, Saskatoon, Saskatchewan, November 17, 1997
- Planning Session for University of Saskatchewan Deans, Saskatoon, Saskatchewan, November 11, 1997
- Strategic Planning for University of Saskatchewan, Enrollment Services, Registrar's Office, Saskatoon, Saskatchewan, October 8 and 29, 1997
- Strategic Planning for Heartland Credit Union, Humboldt, Saskatchewan, October 20, 1997

Workshop Designer and Facilitator

- Strengthening Departmental Leadership, with L. McCann May 24, 25, 26, 27, 1998, Kenderdine Campus, Emma Lake, Saskatchewan
- Leadership and Action Credit Union Central Annual Conference, with F. Oster, L. Hammond Ketilson, Linda Pipke, April 6, 7, 1998, Regina, Saskatchewan
- Today's University Manager, January 21, 22, 23, 1998, Watrous, Saskatchewan
- The Leadership Challenge. Credit Union Central, December 2 & 3, 1997, Saskatoon, Saskatchewan
- Canadian Agriculture Lifetime Leadership Program Introduction to Leadership, November 5 (evening) and 6, 1997, Saskatoon, Saskatchewan
- Strengthening Departmental Leadership Follow-up with University of Saskatchewan, September 4, 1997, Saskatoon, Saskatchewan

1996 - 1997

Coordinator, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 1996 - June 30, 1997

- Conference Co-Chair and Program Chair, Canadian Association for University Continuing Education (CAUCE), June 1-4, 1997, Saskatoon, Saskatchewan

Program Planner

- Train the Trainer, May 6, 7, 8, 1997
- Small Group Leadership, December 5, 6, 7, 1996; April 30, May 1, 2, 1997
- Skills for Sales Success, January 5 - April 13, 1997
- Toastmaster Series
 - Speaker to Trainer, November 19, 1996
 - Creative Thinking, November 5, 1996
 - Effective Listening, October 29, 1996
 - Effective Meetings, October 22, 1996

- Communicator Series
 - Presenting with Impact, November 12, 1996
 - Effective Presentations, October 1, 1996

Coordinator

- University of Saskatchewan Department Head Leadership Development Program, (nine programs, three Advisory Committee meetings)

In-house contracts

- Philom Bios — one workshop, June 11, 1997
- SPMC — two three-day workshops, March 11, 12, 13, 1997 and April 7, 8, 9, 1997
- PBI — one-day workshop, February 13, 1997
- Co-coordinator with L. McCann. Supervisory Development Program January 9, 16, 23 and 30, 1997 (30 Supervisors, 4 days workshops and Resources Persons briefing and debriefing sessions) Facilities Management, University of Saskatchewan
- Parks Canada — two-day workshop, December, 1996, Saskatoon, Saskatchewan
- Cumberland Regional College, Strategic Planning, September 3 and December 2, 1996, Melfort, Saskatchewan
- Corrections Canada — one-day workshop, October 26, 1996

Facilitator

- Strategic Planning for Facilities Management Information Systems, University of Saskatchewan, February 4, March 4, March 14, March 24, and June 17, 1997, Saskatoon, Saskatchewan
- Strategic Planning with L. McCann for Civil Engineering, College of Engineering, University of Saskatchewan, May 21, 22, 1997, Saskatoon, Saskatchewan
- Planning with R. Kinzel on Moving from Differences to Diversity at the University of Saskatchewan, May 14, 16, 1997, Saskatoon, Saskatchewan
- Strategic Planning for Post-Secondary Institutes on Learning and Technology in Saskatchewan, May 7, 8, 9, 1997, Saskatoon, Saskatchewan
- Strategic Planning for Parkland Regional College, March 11, 12, 1997, Yorkton, Saskatchewan
- CGA Saskatchewan, two Focus Groups, College of Commerce, University of Saskatchewan, October 18, 1996 and February 25, 1997, Saskatoon, Saskatchewan
- Strategic Planning Update for Development and Alumni Affairs, University of Saskatchewan, December 4, 1996, Saskatoon, Saskatchewan
- Strategic Planning for the Saskatchewan Canola Commission, November 8, 9, 1996, Saskatoon, Saskatchewan
- Building a System of Care for People with Schizophrenia, Department of Psychiatry, University of Saskatchewan, November 6, 7, 1996, Saskatoon, Saskatchewan
- Strategic Planning for Accounting Department, College of Commerce, University of Saskatchewan, August 29, 30, 1996, September 14, 1996, Saskatoon, Saskatchewan

Workshop Designer and Facilitator

- Today's University Administrator, with L. McCann, June 11, 12, 13, 1997, Kenderdine Campus at Emma Lake, Saskatchewan
- Creating and Strengthening Teams, University of Nevada, May 27, 1997, Reno, Nevada
- Building Relationships — It Starts with You, with L. McCann, College of Engineering, University of Saskatchewan, May 7, 1997, Saskatoon, Saskatchewan
- Recruiting, Interviewing and Hiring a CEO, Board of Directors Workshop for Parkland Regional College, April 22, 1997, Melville, Saskatchewan
- The Leadership Challenge, Credit Union Central, April 2, 3, 1997, Regina, Saskatchewan
- How to Conduct Focus Groups, Certificate in Adult and Continuing Education (CACE) Workshop, March 24, 1997, Saskatoon, Saskatchewan
- Leading for the Future, Saskatchewan Wheat Pool, February 11, 12, 13, 14, 1997, Saskatoon, Saskatchewan
- Building a Successful Work Team, Department of Respiriology, College of Medicine, University of Saskatchewan, January 31, 1997, Saskatoon, Saskatchewan
- Today's University Manager, with L. McCann, University of Saskatchewan, January 11, 12, 13, 1997, Watrous, Saskatchewan
- Customer Service, Human Resources Division, University of Saskatchewan, December 19, 1996, Saskatoon, Saskatchewan
- Supervisory Development, Library, University of Saskatchewan, December 12, 1996, Saskatoon, Saskatchewan
- Creating and Strengthening Teams, SaskTel, November 12, 13, 14, 1996, Waskesiu, Saskatchewan
- Leadership Development, N. Yanke Transfer, November 1, 1996, Saskatoon, Saskatchewan
- Essentials of Management, N. Yanke Transfer, October 28, 29, 30, 31, 1996, Saskatoon, Saskatchewan
- Making It Happen Program with D.V. McNair for SaskTel, Business Planning, Building A Successful Team, Entrepreneurial Leadership, Marketing, Selling, Finance, and "Keeping the Wheels Turning Workshop", September 10, October 13, December 5, 1996, January 16 & February 27, 1997, Regina, Saskatchewan
- Canadian Agriculture Lifetime Leadership Program — overall program and specifically for the November 4-8, 1997, Saskatoon, Saskatchewan

1995 - 1996

Coordinator, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 1995 - June 30, 1996

Program Planner

- Communicator Series
 - Basics of Media Relations, May 4, 1996
 - A Cast of Thousands, March 23, 1996
 - Getting the Word Out, February 10, 1996
 - First Impressions, January 27, 1996
- Video Conferences
 - Senge — Learning Organization — April 23, 1996
 - Win Win Stewardship, November 7, 1995
 - Scholte — Diversity — High Performing Teams, October 26, 1995
 - AMA Working Women's Conference October 18, 1995
- Train the Trainer, April 22, 23, 1996
- Surviving the Interview, March 27, 1996
- Small Group Leadership, December 5, 6, 7, 1995
- ICA Facilitation Skills and Strategic Planning, November 7, 8, 9, 1995
- Simplifying Complexity, October 20, 1995
- Selling What You Know: How to Market Yourself as a Knowledge-Based Consultant, October 20, 1995

- Break Up or Break Down, Humor as a Coping Skill, October 13, 1995

Coordinator

- University of Saskatchewan Department Head Training Program Plan, 1996-97 (nine programs)
- Coordinator of Agriculture Business Certificate, Business Modules, supervise update of HRM Module, selection of tutor/markers, 1995-96
- Research co-ordinator with L. McCann, Learning Needs Assessment Project, survey of all University employees (3,700), focus groups (7), and interviews, October, 1995 - June 30, 1996
- Evaluation of Youth Worker Cooperative Project, Centre for Cooperative Studies, May 1995 - May 1996, Saskatoon, Saskatchewan
- Human Side of Business. Lunch and Learn Series, March 6, 13, 20, 27, 1996, Chamber of Commerce, Saskatoon, Saskatchewan
- Co-coordinator with S. McLean, 3rd Annual Home-Based Business Conference, February 15, 16, 17, Prince Albert, Saskatchewan
- Focus on Results, three-day workshop for ABC graduates, January 31, February 1, 2, 1996, Saskatoon, Saskatchewan
- Facilitator Training for Racism, Racial Harassment/Discrimination in the Workplace, 4 & 1/2 day training program. Public Service Commission of Saskatchewan, October 16-20, Regina, October 30 - November 3, Saskatoon and December 4-8, Regina, Saskatchewan (also co-facilitator with R. Miller and participant evaluator)
- Coordinator for in-house contracts:
 - PCS — one workshop, May 29-30, 1996
 - RPC — May 20-21, 1996 (three half day workshops)
 - SRC — four workshops, May 8-9, 1996; January 20-21 and March 5; January 23-24; January 18-19
 - SIECOR Corporation — four workshops, January 19 - April 12, 1996 (five half days); November 20 - February 14 (five half days); January 31; June 21-22 and September 20, 1995
 - Construction Trade Industry — two workshops, March 20-22, 1996; March 4-6
 - CES (Conservation Energy Systems) — one workshop, February 29, 1996
 - Saskatoon Optometrists Society — one workshop, January 13, 1996

Facilitator

- Strategic Planning for Human Resources, Saskatchewan Research Council, March 15, 1996, Saskatoon, Saskatchewan
- Strategic Planning with L. McCann for the Personnel Department, University of Saskatchewan, July 6, October 12, November 9, 1995, Saskatoon, Saskatchewan
- Strategic Planning for Saskatchewan Training and Development Association (Saskatoon Chapter), June 29, 1995, Saskatoon, Saskatchewan

Workshop Designer and Facilitator

- Strengthening Departmental Leadership, June 12-15, 1996, University of Saskatchewan, Kenderdine Campus, Emma Lake, Saskatchewan
- Making Our Mission A Reality Workshop, National Parole Board, Prairies Region, April 22, 29 and May 13, 1996, Saskatoon, Saskatchewan
- How to Conduct Focus Groups Workshop, Woodland Institute SIAST Faculty, April 3, 1996, Prince Albert, Saskatchewan
- Board Basics Workshop, Saskatchewan Agriculture and Food, March 29, 1996, Saskatoon, Saskatchewan
- Achieving Customer Service Excellence. Goodspeed Workshop, co-designer and facilitator with Dawn Dobni, College of Commerce, February 19, 1996, Saskatoon, Saskatchewan
- Building a Learning Organization Workshop, co-designer and co-facilitator with Mick Williams, Focus on Results, February 2, 1996, Saskatoon, Saskatchewan
- Building Relationships in the Workplace, Saskatchewan Public Service Commission, October 3, 1995, Regina, Saskatchewan

- Achieving Customer Service Excellence Workshop, co-designer and co-facilitator with Brooke Dobni and Dawn Dobni, Credit Union Central (contract through College of Commerce), August 30, 1995, Saskatoon, Saskatchewan
- Leading Yourself Through Change, co-designer and facilitator with L. McCann, College of Nursing, August 28, Saskatoon, Saskatchewan
- Leadership Workshop, Early Childhood Development and Rehabilitation Workers Program, Kelsey Institute SIAST, August 23, Saskatoon, Saskatchewan

Supervisor of Applied Social Psychology Masters Students

- Practicum, Dave Peniuk, Evaluation of the Business and Management Programs, October 1995 - April 1996
- Internship, Rachael Chapdelaine, BAC Instructor Learning Needs Assessment and Instructor Development Orientation/Workshop June - September 1995
1994 - 1995

Coordinator, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 1994 - June 30, 1995

Program Planner

- Creative Leadership, June 8, 9, 10, 1995; September 8, 9, 10, 1994
- Building a Learning Organization, Video Conference, December 9, 1994; March 9, 1995; May 11, 1995 (included a local panel)
- Steven Covey Video Conference, April 18, 1995
- ICA Facilitation Skills, Strategic Planning Follow-up, April 3, 4, 5, 6, 1995
- Occupational Health and Safety, April 5, 6, 1995
- Small Group Leadership, February 23, 24, 25, 1995
- Stress Management, November 7 - December 5, 1994
- Reengineering, November 15, 1994
- Board of Director Leadership, November 4, 5, 1994
- ICA Facilitation Skills, Strategic Planning, October 19, 20, 21, 1994
- Self Directed Work teams, October 17, 18, 1994
- BAC Instructor Development Sessions, September 1, 1994

Coordinator

- Facilitator Training for Racism, Racial Harassment/Discrimination in the Workplace, 4-day training program, Public Service Commission of Saskatchewan - included program design and development delivery and certification, May 23-26, 1995, Saskatoon, Saskatchewan

- Mini needs identification for the Advancement Unit, University of Saskatchewan, December 1994 - June 1995; Program planned for Strategic Planning, April 13, 1995; and Organize to Energize, April 24, 1995
- Mini needs identification for Occupational Health and Safety Department, University of Saskatchewan, December 1994 - January 1995. Program planned two programs, Self-Empowerment, February 24, 1995 and Organize to Energize, March 31, 1995
- Human Side of Business Lunch and Learn Series, March 15, 22, 29, April 5, 1995, Chamber of Commerce, Saskatoon, Saskatchewan
- Presupervisor's Training Program, two eight-day courses, November 1994 to March 1995, 30 students, Key Lake and Rabbit Lake, Saskatchewan
- University of Saskatchewan Department Head Training Program, program plan, 1995-96

Facilitator

- Strategic Planning, Saskatchewan Training and Development Association, June 29, 1995, Saskatoon, Saskatchewan
- Situation Analysis and Team Building Activity, Department of Agricultural and Bioresource Engineering, University of Saskatchewan, June 7 and 9, 1995, Saskatoon, Saskatchewan
- Strategic Planning with L. McCann for the Personnel Department, University of Saskatchewan, May 19, 1995, Saskatoon, Saskatchewan
- Strategic Planning, Development Office, University of Saskatchewan, April 13, 1995, Saskatoon, Saskatchewan
- Strategic Planning for Meewasin Valley Foundation, March 24 and April 29, 1995, Saskatoon, Saskatchewan
- Networking Facilitator, Building Successful Alliances Conference, March 23, 1995, Saskatoon, Saskatchewan
- Strategic Planning for Saskatchewan Association of Parks Interpreters, February 6, 1995, Saskatoon, Saskatchewan
- Strategic Planning for Diefenbaker Centre, January 30, 1995, Saskatoon, Saskatchewan
- Strategic Planning Update, Employment Equity Committee, University of Saskatchewan, January 25, 1995, Saskatoon, Saskatchewan
- Focus Group Research (with Colin Boyd, College of Commerce) for The Certified General Accountants (CGA) of Canada, June 22, 27, 28, 29, 30, July 5, 6, 12, and September 22, 1994. Educational needs were identified to feed into the CGA Strategic Education Plan for the coming decade in Calgary, Halifax, Montreal, Toronto, Vancouver, and Barbados.

Workshop Designer and Facilitator

- Strengthening Departmental Leadership, June 4, 5, 6, 1995, University of Saskatchewan, Kenderdine Campus, Emma Lake, Saskatchewan
- Self Empowerment, Saskatchewan Institute of Applied Science and Technology (SIAST), Early Childhood Development Worker, Rehabilitation Worker Professional Development Day, May 18, 1995, Saskatoon, Saskatchewan
- Commitment to Service with L. McCann for Printing Services, University of Saskatchewan, April 27, 1995
- Telephone Talk for the Registrar's Office, University of Saskatchewan, March 15, 1995, Saskatoon, Saskatchewan
- Self Empowerment: Leading Yourself Through Challenging Times, Occupational Health and Safety Unit, University of Saskatchewan, February 24, 1995, Saskatoon, Saskatchewan
- Commitment to Service for the Registrar's Office, University of Saskatchewan, February 22, 1995, Saskatoon, Saskatchewan
- Situation Analysis, Saskatchewan Regional Colleges Association, November 4, 1994, Saskatoon, Saskatchewan

1993 - 1994

Coordinator, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 1993 - June 30, 1994

Program Planner

- Human Rights in the Workplace, March 23, 1994
- Organize to Energize, November 17, 1993; March 22, 1994
- Making Collaborative Ventures Work, February 6, 1994
- The Competitive Edge: Business Update (with the Chamber of Commerce), January 25, 1994
- Building a Learning Organization, Video Conference, December 10, 1993
- Embracing Change — Becoming More Effective Personally, Professionally and Organizationally, December 1, 1993
- Occupational Health and Safety, November 16, 1993
- BAC Instructor Development Session, September 2, 1993

Conference Co-Chair

- Saskatchewan Conference on Home-Based Business, January 20 and 21, 1994, Saskatoon, Saskatchewan.

Coordinator

- Business Administration Certificate (BAC) Program Review — included working closely with Commerce in setting up an advisory group to the review, meeting with focus groups, conducting three surveys, and writing a report. (see category 16)
- University of Saskatchewan Department Head Training Program — included Learning Needs Assessment and program plan for the 1994-95 year.

Facilitator

- Strategic Planning for the Canadian Co-operative Association, Saskatchewan Region, October 18, 1993, April 27, June 24, 1994, Regina and Saskatoon, Saskatchewan.
- Strategic Planning for the Saskatchewan Association of Agricultural Societies and Exhibitions, January 15, April 11, and June 24, 1994, Prince Albert and Regina, Saskatchewan.
- Strategic Planning for Parkland Regional College, June 7 and 21, 1994, Yorkton, Saskatchewan.
- Strategic Planning for the Saskatchewan College of Physical Therapy, May 28, 1994, Saskatoon, Saskatchewan.
- Strategic Planning for the Human Resources Branch, Saskatchewan Agriculture and Food, March 30, (Focus Group) April 11 and 12, 1994, Regina and Watrous, Saskatchewan.
- Strategic Planning for Northwest Regional College, March 29, 1994, North Battleford, Saskatchewan.
- Facilitating and Planning for the University of Saskatchewan's Education Equity Advisory Committee, March 5 and 17, 1994, Saskatoon, Saskatchewan.
- Strategic Planning for the University of Saskatchewan's Employment Equity Advisory Committee, November 5, 1993, February 17, and March 17, 1994, Saskatoon, Saskatchewan.
- Strategic Planning for the Marketing Development Branch, Saskatchewan Agriculture and Food, February 28 and March 1, 1994, Humboldt, Saskatchewan.
- Labour-Management Forum for Canadian Employment and Immigration, Saskatchewan Region. Co-facilitator with L. Hein. November 1, 1993, Saskatoon, Saskatchewan.

Workshop Designer and Facilitator

- Communication in the Workplace Workshop, co-facilitator with D. Morrison for Extension Division Staff and Faculty, June 20, 1994, Saskatoon, Saskatchewan.
- Building a Learning Organization, co-designer and co-facilitator with R.M.K. Wagner, CACE Adult Education Workshop, April 23, 1994, Saskatoon, Saskatchewan.
- Collaborative Program Planning for Community Development, co-designer and co-facilitator with K. Hardy and H.R. Baker, CACE Adult Education Workshop, April 21 and 22, 1994, Saskatoon, Saskatchewan.
- Co-facilitator with L. Hammond-Ketilson, Women in Management: Leadership Issues, College of Commerce, March 4, 1994, Saskatoon, Saskatchewan.

- Embracing Change: Becoming More Effective Personally, Professionally and Organizationally. Development, University of Saskatchewan, March 8, 1994, Saskatoon, Saskatchewan.
- Communication and Learner Motivation. Extension Branch, Saskatchewan Agriculture and Food, January 14, 1994, Saskatoon, Saskatchewan.
- Working Effectively with Groups. Extension Branch Saskatchewan Agriculture and Food, January 13, 1994, Saskatoon, Saskatchewan.
- Project Management, Sagehill Economic Development, December 9, 1993, Cudworth, Saskatchewan.
- Customer Service. Saskatchewan Abilities Council, November 5, 1993, Saskatoon, Saskatchewan.
- Team Building. Regional Psychiatric Centre, October 28, 1993. Saskatoon, Saskatchewan.
- Embracing Change: Becoming More Effective Personally, Professionally and Organizationally. National Parole Board, Prairie Region. Two sessions, August 17 and September 8, 1993, Saskatoon, Saskatchewan.

1993

Coordinator, Business and Management Programs, Extension Division, University of Saskatchewan, February 1, 1993 - June 30, 1993

Facilitator

- Strategic Planning Facilitator, Saskatchewan College of Physical Therapy, June 25 & 26, Saskatoon, Saskatchewan.
- Undergraduate Curriculum Review Workshop facilitator, College of Commerce, University of Saskatoon, March 13, Saskatoon, Saskatchewan.

Workshop designer and facilitator

- Becoming More Invaluable in a Changing Environment Workshop. Co-facilitator with Linda McCann, Library, University of Saskatchewan, June 28 and August 16 & 30, Saskatoon, Saskatchewan.
- Communication in the Workplace Workshop. Co-facilitator with E. Smith, for all Extension Division Support/Administrative Staff, May, 1993, Saskatoon, Saskatchewan.
- Communication in the Workplace Workshop. Co-designer, co-facilitator with Eric Smith, Professional Secretaries International, April 21, Saskatoon, Saskatchewan.
- The Personal is the Professional Workshop. Designer and facilitator, Early Childhood Intervention Program, March 19, Saskatoon, Saskatchewan.

24. CONSULTING WORK

L.M. Brown, 2002. Leadership Development for Academic Leaders, Carleton University, cofacilitated with Linda McCann. May 8, 9, 10, Ottawa, Ontario. (fee for service)

L.M. Brown, 2002. Rethinking Today's University Leadership, Centre for Higher Education, Research and Development, University of Manitoba, co-facilitation with Linda McCann, February 25, 26, 27, Calgary, Alberta. (fee for service)

L.M. Brown, 2001-2002. The Leadership Imperative. Santa Clara University Executive Development Centre, October 23, 2001 and March 12, 13, 2002. (fee for service)

L.M. Brown, 2001. Leadership Roles at Memorial University Newfoundland, cofacilitated with Linda McCann, September 27, 28, 29, St. John's, Newfoundland. (fee for service)

L.M. Brown, 2001. Leadership Roles at Memorial University, of Newfoundland co-facilitation with Linda McCann. September 27, 28, 29, St. John's, Newfoundland. (fee for service)

L.M. Brown, 2001. Rethinking Today's University Leadership, Centre for Higher Education, Research and Development, University of Manitoba, co-facilitator with Linda McCann, May 3-6, Toronto, Ontario. (fee for service)

L.M. Brown, 2001. The Leadership Imperative. Santa Clara University Executive Development Centre, March, Santa Clara, California. (fee for service)

L.M. Brown, 2001. Agribusiness Management Development, January 25-28; February 8-11; March 8-11 and 22, Saskatoon, Saskatchewan. (fee for service)

L.M. Brown, 2000. The Leadership Imperative, Myers, Norris, Penny, November 7, Calgary, Alberta. (fee for service)

L.M. Brown, 2000. The Leadership Challenge, International Executive Development Institute, University of Nevada, October 23, Lake Tahoe, Nevada. (fee for service)

- L.M. Brown, 2000. Coordinator and Facilitator, Lockheed Martin Space System Leadership Development Institute, August 14-18, Santa Clara University Executive Development Center, Santa Clara, California. (fee for service)
- L.M. Brown, 2000. Agribusiness Management Development, January 27 (evening), 28, 29, 30 and February 10 (evening), 11, 12, 13, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1999-00. Coordinator and facilitator, Lockheed Martin Space Systems Leadership Development Institute, October 11-15, 1999; March 20-25 and June 26-30, 2000. Santa Clara University Executive Development Center, Santa Clara, California. (fee for service)
- L.M. Brown, 1999. Conducted a focus group to assess needs of academic department chairs for Santa Clara University, October 28, Santa Clara, California. (fee for service)
- L.M. Brown, 1999. The Leadership Challenge, International Executive Development Program, University of Nevada, September 20, Lake Tahoe, Nevada. (fee for service)
- L.M. Brown, 1999. Strategic Planning Update for Saskatchewan College of Physical Therapists, June 12, 1999. (fee for service)
- L.M. Brown, 1999. Center for the Study of Agriculture, Law and the Environment, Strategic Planning, April 24, 1999, Watrous, Saskatchewan. (fee for service)
- L.M. Brown, 1999. Strategic Planning Update for University of Saskatchewan Alumni Association, February 6, 1999. (fee for service)
- L.M. Brown, 1999. Agribusiness Management Development (on of five core faculty) January 21 (eve), 22, 23, 24; February 18 (eve), 19, 20, 21; March 4 (eve), 5, 6, 7; and March 25 (eve), 26, 27, 28, 1999, LOCATION. (fee for service)
- L.M. Brown, 1998. Strategic Planning for the University of Saskatchewan Soil Science Department, October 31, 1998 and February 12, 1999, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1998. Strategic Planning update, Saskatchewan College of Physical Therapists, May 30, 1998, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1998. Strategic Planning, University of Saskatchewan Alumni Association, May 2, 1998, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1998, Strategic Planning, University of Saskatchewan Department of Psychology, March 15, 1998, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1997. Strategic Planning, University of Saskatchewan Alumni Association, May 3, 1997 Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1996. Facilitator, Focus Group, Doctoral research in Ministry for doctoral candidate, Faye Ford, March 18 (evening), and December 2, Saskatoon, Saskatchewan. (honorarium)
- L.M. Brown, 1996. Strategic Planning Update, Saskatchewan College of Physical Therapists, June 8, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1996. Strategic Planning Update, Pulse Crop Development Board, March 21 (evening) and 22, Saskatoon, Saskatchewan. (fee for service)

- L.M. Brown, 1996. Facilitation to develop a model for Human Resources in Canada, Canadian Council of Human Resource Associations, February 19, (evening), March 1 & 2, Saskatoon, Saskatchewan. (honorarium)
- L.M. Brown and L. McCann, 1995. Strategic Planning for the Saskatchewan Council of Human Resource Associations, August 25, 26, Saskatoon, Saskatchewan. (honorarium)
- L.M. Brown, 1995. Northwest Adult Education Association, Strategic Planning, June 23, 24, 25, Victoria, British Columbia. (fee for service)
- L.M. Brown, 1995. Saskatchewan College of Physical Therapy Strategic Planning Update, May 28, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1995. Pulse Crop Development Board Strategic Planning, February 17, 18, Saskatoon, Saskatchewan. (fee for service)
- L.M. Brown, 1993. Industrial Adjustment Committee Chair, Labatt's Saskatchewan Brewery, January 16 - June 30, Saskatoon, Saskatchewan. (leadership in outplacement of 54 employees with the brewery closure.) (fee for service)
- L.M. Brown & L. McCann, 1993. Becoming Invaluable Workshop, Saskatchewan Health Care Librarians Association, April 30, Saskatoon, Saskatchewan. (honorarium)
- L.M. Brown & L. McCann, 1993. Making Changes for Yourself Workshop, Women's Issues, City of Saskatoon, April 22, Saskatoon, Saskatchewan. (honorarium)
- L.M. Brown, 1993. Women in Management: Personal Empowerment Workshop facilitator, Goodspeed Management Workshop, College of Commerce, February 12, Saskatoon, Saskatchewan. (honorarium)
- L.M. Brown, 1993. Strategic Planning facilitator. Crimestoppers Board of Directors, February 7, Saskatoon, Saskatchewan. (honorarium)

25. DEPARTMENTAL AND COLLEGE COMMITTEES

- Extension Division Research and Professional Development Committee, Member, 2000 to present
- Extension Division Client Services Committee, Member, 1996-99
- Extension Division Fund Raising Committee, Chair, 1995-96; Member, 1993-96
- Dean's Advisory Committee, Member, 1994-96

26. UNIVERSITY COMMITTEES

- University Council, Member, January 1996 to June 30, 1999, 2000-01; Academic Program Committee, Member, 2000-01; Nominations Committee, Member, 1997-99
- Search Committee for the President, Member, 1998
- Impact of Transition on Employees — President's Advisory and Implementation Committee, Member, 1993-97
- Kenderdine Campus Board of Directors, Member, 1995-96
- Review Committee for the Dean of Extension, 1995
- Committee on Priorities for a National Fund Raising Campaign, Member, 1993 to August, 1994

27. PROFESSIONAL AND ASSOCIATION OFFICES AND COMMITTEE ACTIVITY OUTSIDE UNIVERSITY

Member, Leadership Saskatoon Board, 2000 to present
 Chair, Business Education Committee, Saskatoon and District Chamber of Commerce, 1997-99;
 Member, Business Education Committee, Saskatoon and District Chamber of Commerce,
 1993-99
 Member, Saskatchewan Learning Partnership, 1996-98
 Member, Conference Advisory Board, Conference on Management and Executive Education,
 USA, 1994-98
 Program Committee Chair, Saskatchewan Training & Development Association, 1994; 1995
 Chair, Training Committee, United Way, 1993-95
 Member, Education Reference Group, Saskatchewan Labour Force Development Board, 1994
 Past President, Saskatoon Personnel Association, May, 1993 - May, 1994
 Co-Chair, Educators Reference Group, Community Training and Advisory Committee, 1993
 President, Saskatoon Personnel Association, 1992-93

28. PUBLIC AND COMMUNITY CONTRIBUTIONS — UNIVERSITY RELATED

Learning to Lead: A Personal and Organizational Imperative Presentation. Saskatchewan
 Training and Development Association, March, 2001, Saskatoon, Saskatchewan

Highlights from my sabbatical presentation, Extension Division Research and Professional
 Development Seminar, University of Saskatchewan, February, 2001

How to Conduct Focus Groups: CUPE/Management Joint Committee on Performance
 Enhancement, University of Saskatchewan, March 15, 1999

Seminar presenter with L. McCann. Learnings from the Center for Creative Leadership,
 Extension Division, University of Saskatchewan, March 17, 1998, Saskatoon, Saskatchewan

Strategic Planning Information Session, Joint Senate/Council Committee on Extension and
 Public Service, University of Saskatchewan, May 5, 1997, Saskatoon, Saskatchewan

Strategic Planning Information Session, Advisory Committee to the Vice-President (Academic)
 on Distance Education and Educational Technology, University of Saskatchewan, April 16,
 1997, Saskatoon, Saskatchewan

Seminar presenter, A Comprehensive Model for Program Evaluation, November 7, 1995,
 Extension Division, University of Saskatchewan

Seminar presenter, Leadership for Change, September 15, 1994, Impact on Transition on
 Employees — President's Advisory and Implementation Committee, University of
 Saskatchewan

Seminar presenter, Embracing Change: Becoming More Effective Personally, Professionally
 and Organizationally, May 27, 1994, Extension Division, University of Saskatchewan

Speaker, Marketing Yourself to an Employer, College of Commerce, 3rd and 4th year Accounting
 Students, November 18, 1993, College of Commerce, University of Saskatchewan

Presenter, A Career in Human Resource Development, Human Resource Management Club, College of
 Commerce, University of Saskatchewan, February 17, 1993, Saskatoon, Saskatchewan

29. PUBLIC AND COMMUNITY CONTRIBUTIONS — NOT UNIVERSITY RELATED

Being a Leader/ Leader as Being: Presentation to Leadership Saskatoon Alumni Breakfast, May
 6, 2002, Saskatoon, Saskatchewan

- Speaker, with L. McCann, Learning to Lead: Facilitating Leadership Development, Saskatchewan Training and Development Association, March 18, 1999, Saskatoon, Saskatchewan
- Speaker, with L. McCann, R. Kinzel and C. Rochon, Business and Consciousness Conference Highlights, Saskatchewan Training and Development Association, December 17, 1998, Saskatoon, Saskatchewan
- Speaker, Lifelong Learning Trends, Chamber of Commerce, October 30, 1998, Saskatoon, Saskatchewan
- Speaker, The Leadership Challenge, Saskatchewan Training and Development Association, September 23, 1998, Saskatoon, Saskatchewan
- Speaker, Leaders for Lifelong Learning, Optimist Club. March 20, 1998, Saskatoon, Saskatchewan
- Speaker, Leaders for Lifelong Learning, Usadians Executive Association, March 6, 1998, Saskatoon, Saskatchewan
- Speaker, How to Conduct Focus Groups, Saskatchewan Training and Development Association, October 17, 1996, Saskatoon, Saskatchewan
- Speaker, How to Market Yourself to an Employer, YMCA University Graduates Employment Preparation Program, March 6 and April 10, 1996, Saskatoon, Saskatchewan
- Speaker, Training Evaluation, Saskatchewan Training and Development Association, Saskatoon Chapter, May 9, 1995, Saskatoon, Saskatchewan
- Speaker, Embracing Change: Becoming More Effective Personally, Professionally and Organizationally. Bank of Nova Scotia Managers' Conference, Saskatchewan Region, June 2, 1994, Saskatoon, Saskatchewan
- Speaker, Home-Based Business: The Way of the Future. Rotary Club of Saskatoon, Nutana, March 22, 1994, Saskatoon, Saskatchewan
- Speaker, Embracing Change: Becoming More Effective Personally, Professionally and Organizationally. Royal University Hospital Managers Forum, February 15, 1994, Saskatoon, Saskatchewan
- Speaker, Embracing Change. Northwest Regional College Staff Development, February 11, 1994, North Battleford, Saskatchewan
- Speaker, Embracing Change: Becoming More Effective Personally, Professionally and Organizationally. Royal University Hospital Nurses, February 3, 1994, Saskatoon, Saskatchewan
- Speaker with L. McCann, Building Lifestyle Balance. Saskatchewan Training and Development Association, Saskatoon Chapter, November 4, 1993, Saskatoon, Saskatchewan
- Speaker, Gender Issues in the Workplace. Canadian Federation of Worker Co-operatives, Canadian Conference, October 31, 1993, Saskatoon, Saskatchewan
- Speaker, Communication in the Workplace. Saskatchewan Library Technicians Conference, October 3, 1993, Saskatoon, Saskatchewan
- Facilitator, Employee Campaign Leadership Training, Saskatoon United Way, September 15, 1993, Saskatoon, Saskatchewan

Speaker with F. Oster, Planning and Implementing Organizational Change, Saskatchewan Certified Management Accountants Conference, May 15, 1993, Saskatoon, Saskatchewan

Speaker, Embracing Change: Leading Yourself Through Turbulent Times. Solutions 93 Conference, Correctional Services Canada, Prairie Region, May 13, 1993, Saskatoon, Saskatchewan

Problem Solving Workshop to address a crisis - students, faculty and parents at Marion Graham Collegiate, Saskatoon, Saskatchewan, May 10, 1993

Panel member, Employment Equity & Diversity Training, panel member, Saskatchewan Training and Development Association meeting, February 4, 1993, Saskatoon, Saskatchewan

LILLAS M. BROWN

SUMMARY OF ACTIVITIES
JULY 1, 2000 TO JUNE 30, 2001

7. HONOURS (MEDALS, FELLOWSHIPS, PRIZES)

Women of Distinction Award in the Category of Education — Lifelong Learning, YWCA, April 26, 2001

9. TEACHING RECORD

Instructor, CACE 23, Training and Developing, Term 2, 2000-01

12. PAPERS IN REFERRED JOURNALS

PUBLISHED

L.M. Brown and B.Z. Posner, 2001. Exploring the Relationship Between Learning and Leading. Leadership and Organizational Development Journal. Vol. 22, #6, 274-280.

ACCEPTED

L.M. Brown, 2001. Leading Leadership in Universities: A Personal Story. The Journal of Management Inquiry (in press, December 31).

18. INVITED LECTURES OUTSIDE U OF S AND INVITED CONFERENCE PRESENTATIONS

L.M. Brown, 2001. Learning to Lead: A Personal and Organizational Imperative Workshop. Canadian Association for University Continuing Education Conference, June 5, Victoria, British Columbia.

L.M. Brown, 2001. Exploring the Relationship of Learning and Leading. Western Academy of Management, April 3, Boise, Idaho.

L.M. Brown, S. Graham, P. Facione, 2001. Academic Leadership Development panel presentation. American Association of Universities and Colleges, January 19, New Orleans, Louisiana.

L.M. Brown, 2000. Academic Leadership Development panel presentation. Conference on Management and Executive Development, November 21, Phoenix, Arizona.

23. PROFESSIONAL PRACTICE

Program Director, Business and Management Programs, Extension Division, University of Saskatchewan, July 1, 2000 - June 30, 2001

Program Planner

- Train the Trainer, April 3-5, 2001
- Skills for Sales Success (2 courses in Saskatoon, September 11 - December 11, 2000, January 8 - April 2, 2001; 1 course in Prince Albert, October 27, November 3, 17, 24, 2000)
- Sales Success for Managers, January 8 - April 2, 2001
- Mental Toughness, February 27, 28, 2001
- Interpersonal Communication, February 21, 22, 2001

- Leadership Training for Aboriginals, February 1, 2, 2001
- Effective Presenting (2), January 30, 31, 2001
- Project Management, January 16, 17, 2001
- Leadership Development Program, January, 2001
- Creative Negotiating, November 21, 22, 2000
- Personal Marketing, November 20, 2000
- World Wide Lesson in Leadership, November 15, 2000
- Business Writing, November 14, 2000
- Behavioural Description Interviewing, November 2, 2000
- Bolstering Your Sales Savvy, October 19, 2000

Collaborative Programs with College of Commerce

- Leadership Development Program, January 29 - April 3, 2001
- Impact Writing, March 22, 2001
- Financial Management, March 13, 14, 2001
- Sustaining Aboriginal Partnership, March 9, 2001
- Leadership Group, March 6, 7, 2001
- Behavioural Description Interviewing, February 28, 2001
- Conflict Management, February 16, 17, 2001
- Recruiting, Hiring and Retaining Aboriginal People, February 13, 2001
- Doing Business with Aboriginal People, February 2, 2001

Banff School for Advanced Management

- Personal Leadership Component, Banff, Alberta, October 16-20, 2000

Learning Advisor and Leadership Retreat Facilitator

- Department Head Leadership Development Program — Advisory Committee meetings; coordination of developing learning plans meeting, March 22, 2001; coordination and facilitator of the June, 2001 retreat.

In-House Contracts

- Corning Cable System Leadership Development Program, March 14 - June 14, 2001
- Alumni and Development, Business Writing, June 14, 2001
- Colliers McClocklin Real Estate, Business Writing, May 6, 2001
- Saskatchewan Library Association, April 23, 2001
- Millar Western Forest Products, Train the Trainer, April 9, 2001
- Saskatchewan Northern Affairs, Public Speaking, April 3, 2001
- Saskatchewan Council for Community Development (SCCD) — two Board Leadership Workshops, March 15, 30, 2001
- Cameco — Leadership Imperative, March 15, 2001
- Saskatoon Credit Union, Business Writing, March 15, 2001
- Saskatoon and District Health, Communication Image Development, March 12, 2001
- Kaptal Service Ltd., Business Writing, March 1, 2001

Workshop Designer and Facilitator

- Strengthening Departmental Leadership Retreat, co-facilitator with Linda McCann, Emma Lake Kenderdine Campus, Emma Lake, Saskatchewan, June 4-7, 2001
- The Leadership Imperative, Ducks Unlimited Canada, May 8 and 9, 2001, Saskatoon, Saskatchewan

24. CONSULTING WORK

L.M. Brown, 2001. Rethinking Today's University Leadership, Centre for Higher Education, Research and Development, University of Manitoba, co-facilitator with Linda McCann, May 3-6, Toronto, Ontario. (fee for service)

L.M. Brown, 2001. The Leadership Imperative. Santa Clara University Executive Development Centre, March, Santa Clara, California. (fee for service)

L.M. Brown, 2001. Agribusiness Management Development, January 25-28; February 8-11; March 8-11 and 22, Saskatoon, Saskatchewan. (fee for service)

L.M. Brown, 2000. The Leadership Imperative, Myers, Norris, Penny, November 7, Calgary, Alberta. (fee for service)

L.M. Brown, 2000. The Leadership Challenge, International Executive Development Institute, University of Nevada, October 23, Lake Tahoe, Nevada. (fee for service)

L.M. Brown, 2000. Coordinator and Facilitator, Lockheed Martin Space System Leadership Development Institute, August 14-18, Santa Clara University Executive Development Center, Santa Clara, California. (fee for service)

25. DEPARTMENTAL AND COLLEGE COMMITTEES

Extension Division Research and Professional Development Committee, Member, 2000 to present

26. UNIVERSITY COMMITTEES

University Council, Member, 2000-01; Academic Program Committee, Member, 2000-01

27. PROFESSIONAL AND ASSOCIATION OFFICES AND COMMITTEE ACTIVITY OUTSIDE UNIVERSITY

Member, Leadership Saskatoon Board, 2000 to present

28. PUBLIC AND COMMUNITY CONTRIBUTIONS — UNIVERSITY RELATED

Learning to Lead: A Personal and Organizational Imperative Presentation. Saskatchewan Training and Development Association, March, 2001, Saskatoon, Saskatchewan

Highlights from my sabbatical presentation, Extension Division Research and Professional Development Seminar, University of Saskatchewan, February, 2001