

DIANA M. SMITH

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PROFILE

Organizational and Community Change and Development

Diana Smith is committed to guiding participatory community and organizational change processes which foster transformation and capacity development. She combines coaching, mentoring, consulting, facilitation, action research, and teaching to engage the theory/practice linkages of whole systems thinking, change, leadership, governance, partnerships and collaborations.

She has thirty years experience in consulting, leadership and management in public, non-profit and private organizations at the local, national and international level. Her consulting and teaching experiences have been committed to shifting thinking and building capacity. In the 'third act' of her career, she fosters the social space for learning, creativity and innovation, nurturing a keen interest in how consciousness in complex human systems emerges and evolves.

She is involved with several peer learning communities and is an active volunteer in the community. Friends, family and many personal interests provide balance and joy in her life.

Diana's wealth of experience and knowledge of a variety of organizational and community contexts informs her focus. Diana and her associates currently work in the private, public and non-profit sectors in ways that create enduring impact and results that matter. Detailed client profile on request.

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| <input checked="" type="checkbox"/> Participatory Engagement | <input checked="" type="checkbox"/> Action Learning and Research |
| <input checked="" type="checkbox"/> Team Leadership Initiatives | <input checked="" type="checkbox"/> Multi-party Collaboration |
| <input checked="" type="checkbox"/> Learning/Program Design/Delivery | <input checked="" type="checkbox"/> Leadership and Issue Inquiries |
| <input checked="" type="checkbox"/> Community Facilitation | <input checked="" type="checkbox"/> Mentoring and Executive Coaching |

Teaching and Learning

Diana fosters learning and leadership capacity through designing and hosting ventures that embody informal, transformational and experiential approaches. Building community within and beyond the formal systems is her gift. She is an adjunct professor in the School of Public Administration at the University of Victoria, focusing on leadership and management in the community sector. Past experience includes 5 years associate faculty MA Leadership program at Royal Roads University, 6 years at the University of Ottawa, Langara College, and teaching in the CACE program. She brings a lively and thoughtful edge to conference and workshop facilitation.

Education and Background

Diana has a Masters in Public Administration, Carleton University, is a Certified Management Consultant, and has a continuing commitment to complex whole systems thinking. She is trained in and has worked extensively with a variety of dialogic and whole system approaches including Appreciative Inquiry, Future Search, World Café, Warrior for the Human Spirit, Transitions, and Spiral Dynamics. She is an integral and EQ coach. She has 13 years experience as a national level executive director, and has worked in teaching, program management and community development in many contexts.

Services

- *building capacity for leadership adaptability and sustainability*
 - *design and action learning*
 - *facilitation of processes of dialogue and transformation*
 - *cross-cultural understanding and learning*
 - *strategic change and transition processes*
 - *fostering partnerships and collaborations*
- individual, team coaching and mentoring*
- program and learning design and impact evaluation*
- *Dialogue, Future Search, World Café, Appreciative Inquiry, Open Space*

...working at multiple scales with individuals, teams, boards, steering groups, organizations and multi-party initiatives.

What Others Have Said

"...co-orchestrated a complex and multi-dimensional change process"
"...challenging and thoughtful perspectives"
"...good group dynamics and leadership techniques"
"...great gift of recognizing the broad context, all the while remaining focused on real issues"
"...is able to see the interconnectedness and assess readiness."