



Leading an Empowered Culture to Increase Mission Impact *with* Colleen Fleming!

Learning objectives related to **culture** are:

- The importance of culture and how it supports the mission, the strategic plan and goals
- How culture is formed and how it evolves over time. The evolution can be organic or part of a change initiative.
- Features of a strong organizational culture
- How a culture unleashes the discretionary contribution of employees
- Competing for human resource talent with a strong culture

Learning objectives related to **Improving Staff Accountability**

- What is accountability at the staff and board level?
- Organizational structures; a move to more horizontal structures
- Performance management systems
- Fostering a learning environment and building trust
- Measurement



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Colleen's passion is to support nonprofit organizations to increase their impact. She has senior executive experience in two sectors. Her former roles include Senior Vice-President, Nestle Canada and President of Laura Secord. Her nonprofit experience encompasses national Chief Executive Officer of the Canadian Breast Cancer Foundation. Ms. Fleming is an active volunteer and is currently the Chair of the Greater Niagara Chamber of Commerce. She has held many past directorships across many sectors.

Executive Directors Network Meeting

Executive Directors are invited to attend this network to connect about issues and opportunities and to share strategies, suggestions and best practices with their colleagues.

Thursday January 16, 2020 • Agenda: 8:30am registration and light breakfast; 9:00am-12:00pm workshop; 12:00 networking lunch; 12:30-2:00pm Executive Directors Network Meeting • Individuals are invited to attend the full day or may choose to only participate in the workshops or network session • ECCDC, 3340 Schmon Parkway, Thorold (Community Boardroom) • \$75 includes continental breakfast and lunch

To register, call 905.646.7311 ext. 304, email eccdc@eccdc.org or visit www.eccdc.org