

Connections

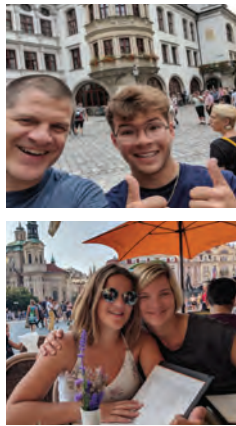
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What's on My Mind



from Randy Grieser, CEO



Fall is a time of transitions. So cliché, yet so true. My family and I just finished a European holiday which concluded with dropping my daughter off at her new boarding school in Scotland. My son is also leaving home to go work in Colorado, so that makes Heidi and myself empty nesters. Now that's a transition!

We've had a fair number of staffing changes as well. Laura has been hired to replace Kloe who has gone back to school. Wendy is settling into her role that she started in May, and Eric has been doing more of the marketing work I have always done. The learning curve is big, so the transitioning process is happening slowly and there's still more learning to come.

I am increasingly spending more of my time speaking. In addition to working with Canadian clients, I am facilitating keynote addresses in Washington and Illinois, as well as two workshops in Bermuda. I didn't even know where Bermuda was until I googled it!

Two of my speaking engagements this fall are in the area of innovation. As I look back on the last few years and even this summer, I am amazed at many of the (mostly minor, but some major) innovations we continue to implement. In late May of this year, our entire staff took a half day to develop a list of creative ideas we would implement over the summer. Before I left on my holiday we were over halfway finished the list, and I imagine by the time you receive this letter we will be nearly done. Two of these ideas – our new Workplace Cultural Health Assessment tool and Women in Leadership survey – are talked about in more detail on pages 2 and 6 of this newsletter.

Many of you have asked me over the years how we have grown and become as well known as we are. I believe one of the main reasons is because I have always placed an emphasis on marketing and branding. I love marketing and think about it constantly. One of the best ways we've found to market is by giving away free content. I believe giving away helpful information for free builds trust and increases client loyalty. If you've never checked out all the free resources available on our website, you should.

As I transition further away from the day-to-day role of marketing, and Eric and others transition into it more, I believe that marketing will continue to play a very important role in our success. As a part of our ongoing learning and commitment to marketing, we are sending four members of our marketing team and Eric to a marketing conference in Vancouver this fall. I'm sure they will come back with lots of great new ideas to implement.

As a final note, thanks for reading this newsletter. We view it as an important way to stay connected with all of our trainers who don't work directly in our office. The next trainer newsletter will be out in January. I wish all of you a great fall!





What Does Reconciliation Mean to Me?

by Nathan Gerbrandt, CTRI Director of Training

Whether I like it or not, I am a part of the harm brought about by our colonial system, making the process of reconciliation both personal and collective.

Growing up, my family emphasized the strong ties we have to our history – to our ancestors, how they lived, and what they believed. “Remember who you are!” was the mantra. I personally carry forward this appreciation for the role history plays in my identity and that, in many ways, it is inextricably tied to my family’s story. This is an honour, but also a responsibility. The choices I make, the privileges I enjoy, and the cultural lens I hold continue this story for better or for worse. What I didn’t realize until I studied this story as an adult was how I, my family, and so many other Canadians benefited from this system of colonization.

For me, reconciliation is understanding this past harm and knowing my place in it. The injustice of colonization has created power imbalances that weave through all of our experiences of the world today, in both big and small ways. Knowing practical ways to practice reconciliation, what this means for us, and offering healing is not an easy or simple journey – I anticipate discomfort and uncertainty along the way. It will take repeated offerings of safety and trust, and require us to call out systems that continue colonial practices. But by humbly walking together and persistently seeking creative ways of relating, mutually respectful relationships can be formed.

What’s New at ACHIEVE Publishing



Curt Wiebe and Vicki Enns are so excited about *Once a Wizard* that they just couldn’t wait to share the news!

THE SECRET IS OUT!

This book project is a new experience for us – we are collaborating with Curtis Wiebe to write a children’s book. Curt is bringing his creative mind and spirit to develop a story and create beautiful illustrations to provide a resource for children, parents, caregivers, and counsellors working with children. We are still searching for the right title, but I can tell you it involves a child who experiences the loss of a favourite uncle, and in the

words of the author: “Together they embark on an adventure through a snow-covered land where they encounter a magic candle, a living stuffed toy, and a goblin, before finally meeting the unstoppable giant that is Death.” We’re excited to see where this new adventure takes us all. This book will be available in December 2019.



WORKPLACE CULTURAL HEALTH ASSESSMENT

We are offering our Workshop Cultural Health Assessment Tool as a free resource on our website. People who complete the assessment will receive a report to help evaluate, understand, and discuss their organization’s culture. You can check it out at: <https://ca.achievecentre.com/workplace-health-assessment/>



Meet our Trainers

Every issue we introduce you to some of the creative and enthusiastic people that work with us. We've asked them to answer a few questions to help you get to know them better.

This issue we present:



Kristin Deuzeman

Alberta

In addition to working with ACHIEVE, Kristin works in disaster and emergency management, and has a private practice. Her many hobbies including music, art, and sports don't keep her from dreaming of a day on Copacabana beach or curling up for an evening with the Kardashians!

What do you do beyond training with CTRI/ACHIEVE?

I am a manager of global best practices in disaster and emergency management. I also have a clinical practice in psychology (registered provisional psychologist).

What is your favorite CTRI/ACHIEVE workshop to deliver and why?

Hmmm, the Sexual Harassment one is fun!

How many years have you trained with CTRI/ACHIEVE?

Approximately 6 months.

What is one of your hobbies/what do you do for fun?

I LOVE music (singing, listening, playing), painting (oil on canvas), white water rafting, skiing, hiking and watching mindless reality TV like keeping up with the Kardashians (confession lol).

What is your favourite book?

Wow, tough one. Philosophically I'd say "The Alchemist" by Paulo Coelho.

What does your dream vacation look like?

A day on Copacabana beach with dinner, music and dancing at a beach side restaurant.

If you could wake up tomorrow having gained one quality or ability, what would it be?

Decisiveness.

What animal best represents you and why?

Monkey - curious, mischievous, and likes to play around.

Trainer Video Forums

We are planning trainer video forums for the next season and would like to receive your input on topics you'd find value in discussing with trainers across the country. In April, we did our first video forum that asks the question, "How can we increase the value of training for Indigenous peoples and communities?" It's available now on the trainer website. Please send your ideas to chantel@ctrinstitute.com.



Angie Allan

Alberta

In addition to working with CTRI, you will likely find Angie out hiking with her puppy Amos, knitting, or looking through her endless cookbook collection. She's also busy with her own private practice and her work with the YWCA.

What do you do beyond training with CTRI/ACHIEVE?

I'm a Registered Provisional Psychologist and split my time between my own thriving private practice and on staff with YWCA Edmonton Counselling Services. I also have a new puppy named Amos who is named after my favourite Psychologist, Dr. Amos Tversky. Amos the pup is a 7 month-old Labradoodle, and someone recently said his fur is so soft it feels like a baby blanket - when it's still in the store.

What is your favorite CTRI/ACHIEVE workshop to deliver and why?

I love teaching the Trauma workshops - especially to groups of people whose own lives have been touched by tragedy. I take such satisfaction watching students as they learn about stress responses, notice it in their own experiences, then discover how to heal themselves as they help heal others.

How many years have you trained with CTRI/ACHIEVE?

I taught my first course in November 2018...so about 10 months.

What is one of your hobbies/what do you do for fun?

Right now, it's all about the puppy as we're training to be a therapy team. Training a puppy is equal parts fun and frustrating, so for fun, we've started hiking together. It's slow going, he can't leave a single leaf unsniffed. When we get home, one of us relaxes by gnawing on a big stick, while the other is a passionate knitter.



What is your favorite book?

I love cookbooks, especially old ones. It started when I inherited my grandmother's cookbook collection that spanned nearly 60 years, and I've added to it since.

What does your dream vacation look like?

No matter where I go, the first thing I try to do is get up as high as I can to get my bearings and see the layout of the place I'm visiting. Then I like to settle in and "live like a local". I love finding where people who live there like to eat, where they shop, and what they like to do for fun. I love hearing about local lore, the economic drivers, and where people see their community headed in the coming years.

What is something you still hope to accomplish?

I've scaled back on my busyness this summer and discovered that I've like 95% accomplished what I'd set out to do! I set a goal 7 years ago to retrain as a Psychologist, open my own practice, figure out a way to integrate my old business experience with my new therapy training, and get a dog. Just a few more months of work, and each of those boxes will be checked. I think I'll sit and enjoy this space for a while... so maybe ask me this question again in the spring, I can't wait to hear what I'll have set my sights on then!



Meet our Trainers cont'd



Paul Klostermaier-Starkewski *Manitoba*

In addition to working with CTRI, Paul has 5 children. If that's not enough to keep him busy, he's a school social worker for Lord Selkirk School Division. In his free time (when can that be?) he enjoys yoga, meditation, music, rollerblading...oh goodness, I'm exhausted typing this!

What do you do beyond training with CTRI/ACHIEVE?

In addition to being a parent of 5 children I am a school social worker for Lord Selkirk School Division. In addition, I am also part of their Divisional Threat Assessment Team. I also facilitate the Choose to Change program which operates under the Salvation Army's Correctional & Justice Services branch. This is a diversion program for males charged with Intimate Partner Abuse and offered this option by the Crown Attorney's Office as an alternative way to deal with their charges.

What is your favorite CTRI/ACHIEVE workshop to deliver and why?

Because of my previous stints in the justice system/forensic mental health I have a passion for the Family Violence, Mental Health & Addictions, and Depression/Anxiety workshops.

How many years have you trained with CTRI/ACHIEVE?

I began with CTRI in February of 2018 and am enjoying my experience immensely.

What is one of your hobbies/what do you do for fun?

In the past year I have tried to be more mindful of balancing my self-care/hobbies. To this end I have added meditation and yoga into my life but am still trying to make it a regular routine of my spiritual and emotional self care. Routine hobbies of mine are music (playing and listening), camping/ hiking, hockey, biking and rollerblade.



Given the choice of anyone in the world, whom would you want as a dinner guest and why?

Because of my love of science/science fiction it would be a toss up between Galileo Galilei, Leonard Nimoy or Stan Lee.

If you could wake up tomorrow having gained one quality or ability, what would it be?

The ability to heal and/or to heal others from injury/illness.

What does your dream vacation look like?

With 5 kids I have not been off this continent and still have many years before that becomes a possible reality so any flight across an ocean would be amazing.



Mark Schinkel

British Columbia

In addition to working with CTRI, Mike enjoys travelling and spending time with his grandchildren. Now retired, he and his wife walked the Camino de Santiago - 800 kms over 30 days, that's quite an accomplishment! And they say they'd do it again...

What do you do beyond training with CTRI/ACHIEVE?

I retired 2 years ago from a 30 year career with the Waterloo Region District School Board where I was a teacher, school administrator and superintendent. My life is now filled with travel, time with family (including 2 amazing grandchildren) and various other projects/contracts.

What is your favorite CTRI/ACHIEVE workshop to deliver and why?

Of the four or five I have delivered, the one that I believe was most impactful and helpful for participants was the "Respectful Workplace" workshop where participants strengthen their commitment and capacity to create and sustain a respectful, healthy workplace.

How many years have you trained with CTRI/ACHIEVE?

This is my first year training with ACHIEVE.

What is one of your hobbies/what do you do for fun?

I enjoy playing the guitar ... not particularly well ... but enough that I enjoy it.

What is your favorite book?

Time to read is such a great part of retirement. Fiction books I have most enjoyed this year include "A Gentleman in Moscow", "The Jewel in the Crown (Raj Quartet)" and "The Name of the Wind (Kingkiller Chronicle series)".



What does your favorite dream vacation look like?

Walked the Camino de Santiago last year (800 km over 30 days) with my wife ... so, that was kind of it ... I would happily do it again!



Sheri Coburn facilitating a workshop this summer, at our 10-day Mental Health Counselling Skills Certificate Program in Winnipeg.



Meet our Newest Staff member



Laura Smith

Laura is the newest addition to our staff, replacing Kloe as the ACHIEVE Public Workshop Coordinator. She'll be the person to greet you with a big smile when you walk through the door. She dreams of spending a week vacationing in a tree house...with snacks, of course!

How long have you worked at CTRI/ACHIEVE?

I've been with CTRI/ACHIEVE for just over a month now.

What is your favorite part of working at CTRI/ACHIEVE?

My favourite part of working here is the staff. Everyone is talented, friendly, and genuine, and I feel grateful to be a part of this team.

Given the choice of anyone in the world, whom would you want as a dinner guest and why?

Jonathan Van Ness of Queer Eye. He has so much love for himself and for other people, and I hope I could learn some things about his approach to life.

What is your favorite book?

*Currently, my two favourite books are *The Year of Magical Thinking* by Joan Didion and *Daring Greatly* by Brene Brown.*

If you could wake up tomorrow having gained one quality or ability, what would it be?

Shapeshifting, no question. That would open up so many experiences!

What does your dream vacation look like?

Spending a week in a treehouse in the jungle, company optional, snacks a necessity.



Wishing everyone
a happy FALL!

Helpful Tips for Embedding Videos in your PowerPoints

from Chantel Runtz

Training Coordinator, ACHIEVE



We've noticed that some of our trainers are not always embedding their video clips into their PowerPoint presentations. We would really like you to embed the videos, because it flows better and adds a level of professionalism to our workshops.

If you're having trouble figuring this out, head over to the Orientation tab on our trainer site. We've created a short video tutorial to show you how to do this.



On-site Becomes On-location

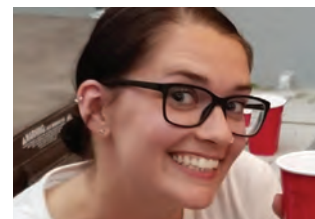
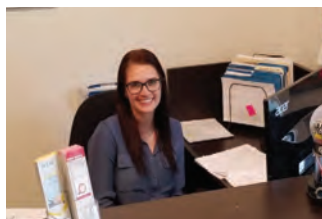
from Eric Stutzman

Managing Director, ACHIEVE



In an effort to describe things clearly and simply, we've recently reviewed the lingo we use to describe our services. One of the things we decided was that "on-location training" better describes what we do for a client than "on-site training." So, you will notice that we have shifted our language on our website to reflect that.

As a result, Lori, Elliot, and Chantel are now Training Coordinators, rather than On-site Training Coordinators. Please begin to shift your language as well when you are describing our services to potential clients. You might say, "...and we are happy to come right to your location to deliver training for your group."



We'll miss Kloe, who was the first smiling face you'd see when you entered our building. She was an integral part of our Client Services Team. We wish her well in her ASL studies at Red River College!





2nd Annual Counselling Insights Conference

by Vicki Enns, CTRI Clinical Director

In March 2020, we will be holding our second Counselling Insights Conference in Winnipeg, Manitoba. Last year we had a successful and inspiring inaugural 2.5 day event in Calgary, Alberta.

This conference is inspired by the process in our book projects, building on counsellors sharing ideas, strategies, and stories with a community of other counsellors. Our Calgary conference proved to be a unique experience of a large group of people enjoying learning together in a larger community.

This year we are excited to continue to build on what went well and also try a couple of new things. Participants will have a choice to join several CTRI trainers for a variety of keynotes, breakout activities, and workshops for either 1, 2, or 3 days. A preview of what it will include:

- Pre-conference full day workshop with Noela Crowe-Salazar, featuring our new Truth and Reconciliation workshop
- Keynote presentations on Why Questions Matter, Trauma Informed Care, and Resilience – Transforming Empathy.
- Half day workshop choices including Mindfulness Counselling, Harm Reduction, Dialectical Behaviour Therapy, Leadership & Culture, and more.



We're excited to build on the success of the Counselling Insights project, and hope you will consider joining us as well!



ACHIEVE Women in Leadership Conference

by Wendy Loewen, Director of Training for ACHIEVE

I am excited to announce that we are hosting our first ever ACHIEVE Women in Leadership Conference on March 19th & 20th, 2020, here in Winnipeg. This conference will focus on the challenges, needs, and opportunities that are unique to women in the workplace. We aim to provide opportunities for women to engage meaningfully with each other and consider the issues around women in leadership. Topics will include the evolution of women in leadership over the past 40 years, the role of gender identity in leadership, the value of being a trauma-informed leader, and the need for mindful leadership. In addition to these topics, we will be revealing the data from our upcoming survey.

We are inviting women who are currently in leadership roles, as well as those who are aspiring leaders to submit speaking proposals. This will allow us to offer diversity in both content and presentation styles. We are also very pleased to say that all the proceeds of the conference will go to SEED, a not-for-profit organization involved in a variety of community-based initiatives here in Winnipeg. It is very exciting to be a part of the planning process to inspire learning and improve lives.

New Survey: WOMEN IN LEADERSHIP

We are conducting a survey about women and leadership. We will publish results from this survey and review it at our upcoming Women in Leadership conference. If you are interested in participating in the survey, please go to:

<https://ca.achievecentre.com/women-in-leadership/>

