



**COMPASS**  
TRAINING CENTRE

# COMPASS TRAINING COURSES

## Wired For Diversity

When an organization creates a climate that values and promotes diversity, everyone has the opportunity to reach her/his full potential. Diversity is often experienced as a source of conflict, misunderstanding and even discrimination. This workshop focuses on diversity as a source of strength and examines the individual and organizational core competencies required to promote an environment where everyone; staff, volunteers, clients and customers share a sense of belonging.

## Enhancing Our Capacity to Communicate

Enhancing our capacity to communicate brings together existing best practices with new skills for sharing information effectively. On average, people in organizations spend over 75% of their time connecting with another person. How successful that connection is depends on the delivery of verbal and non-verbal communication. This workshop will provide participants with an opportunity to share times of meaningful connections and learn how to develop practices that contribute to successful communication.

## Dynamic Tools for Workplace Change

Dynamic Tools for Workplace Change highlights best practices and builds on strength based approaches to strategic planning for change. This workshop explores, in a lively and applied way, practical tools to increase the shared purpose and understanding of your work. The results are increased commitment and accountability to work with a decrease in resistance to change.

## Healthy Workplace Relationships

Healthy workplace relationships grow out of meaningful engagement practices that support positive workplace culture. This workshop uses participatory tools that draw out the very best of each person and allows everyone to support one another. The results are a renewed sense of meaning and excitement for the work. Exercises explore creative strategies to address current workplace challenges.

## Positive Problem Solving

Positive Problem Solving starts with recognizing the value of thinking in new ways. This practical skills based workshop is a great way to enhance your ability to reframe problems and discover new solutions. You will find innovative and novel ways to address day to day challenges that also foster a renewed motivation and inspiration at work.

## Gosh I Had No Idea - Exploring Assumption

Exploring Assumptions involves understanding where our attitudes and beliefs come from. This workshop explores the connection between people's attitudes and practices and their assumptions. The first part of this workshop brings awareness to our understanding of how our assumptions are reflected in the world around us. In the second part, participants look at how our assumptions determine the practices we use in our work.

## Outcome Mapping

Outcome Mapping comes out of the necessity to capture evidence of the impacts of social and economic shifts. This workshop introduces Outcome Mapping, an innovative and powerful participatory tool designed to measure the gradual changes in attitudes, relationships and practices. Outcome Mapping facilitates a holistic picture of all the players and all the steps in the process of change and greatly enhances an organizations ability to plan, monitor and evaluate their programs and services.



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