



Complexity. Increasing connectedness. Uncertainty. Rapid change.
What leadership capacity will you need in a less predictable future?

Since 2004 we've been helping globally-focused leaders navigate the complexities of twenty-first century organizational life.

Clients engage us as advisors, coaches, and facilitators when they need to:

- Design and lead transformational change
- Align culture and capabilities with new business strategies
- Develop networked and collaborative leadership across the system
- Address complex challenges in the midst of action

Our approach draws from the most current research and practice in adaptive leadership development, neuroscience, strategic creativity, network systems, and transformational change.

Through our Associates in North America, Europe, and Asia we are setting a new foundation for vital leadership that is more systemic, creative, collaborative, and adaptive.

“Context has delivered superlative results in coaching as well as in helping me to build a coaching strategy. They combine a well considered orientation with a clear focus on tangible outcomes which benefit the business and the individual in a complex matrix environment. These qualities mark them out as a first class partner.”

Ira Morris, Senior Director, Leadership & Organization Development, EMEA and J-APAC Genzyme Europe B.V.

OUR PORTFOLIO OF SERVICES INCLUDES:

“Context’s master facilitators bridged Inuit, government, and scientific views. They supported progress through multiple phases. The outcome was expanded participation in decision making and a foundation for future collaboration. A year later many things are happening that Context’s work mobilized.”

Jamie Snook, Executive Director, Torngat Wildlife Secretariat

STRATEGIC FACILITATION

We facilitate strategy processes, leadership team development, multi-stakeholder collaboration, and large-scale culture transformation.

Our facilitated environments promote high levels of participation and allow everyone to bring their creativity and candor to important conversations. A learn-as-you-go approach results in strategic alignment and a commitment to collaborate across boundaries.

EXECUTIVE COACHING AND ASSESSMENT

Leading in the twenty-first century requires an ability to learn and re-invent yourself over the span of your career—to expand your capacity—and become more adaptive, collaborative, and strategic.

Context coaching provides the space for inquiring into aspirations and dilemmas; supporting and challenging leaders to develop new practices that can be applied in the midst of daily work. We incorporate assessments that complement internal performance management systems.

"You were able to quickly assess my challenges and help me think about them differently as well as provide me with additional tools or ways to approach them. I am very grateful."

Hassane Cisse, Deputy General Counsel, Legal Vice Presidency, The World Bank

"Genuine, caring, and most of all challenging – you have a great ability to gently pull the real issues front and centre to get folks to engage in that awkward space."

Ken Overly Director, Global Business Group, Fujitsu

"We have an organization that's performing much better. Individual leaders are more confident, strategic thinkers who are able to challenge assumptions; the management team has stronger relationships and a richer pool of actionable cross-functional knowledge. The result has been an ability to influence the organization and achieve desired change."

Andrew Wnek, Senior VP and CIO Canadian Tire Corporation, Ltd.cTechnology Group

TEAM COACHING - CUED FOR ACTION™

CUED for Action™ is our proven approach to Action Learning, which has quickly become a method used by companies around the world to develop leaders, build teams, and improve corporate capabilities. In recent client evaluations, participants identified the return on their investment:

- 95% changed their mindset and behavior
- 95% strengthened their cross-functional team
- 90% were better able to lead with emotional intelligence
- 84% increased their alignment to business strategy

LEADERSHIP TEAM DEVELOPMENT

We work with leadership teams in matrix organizations and across global divides to develop the capabilities for network leadership. Our approach allows teams to stretch beyond technical competence to gain the adaptive capacity that will support them in achieving collective impact.

We also provide support to teams who recognize that teamwork itself is a strategic choice, as they journey through the stages of development and through times of disruptive change.

"Context's coach quickly understood my role in a complex global organization. Her ability to create non-judgmental dialogue builds personal and strategic awareness in the midst of rapid change, making her a valuable coach to executive leaders and their organizations."

Brian Lewis, General Manager, Genzyme Canada Inc. (now President and CEO, MEDEC)

"Context delivered highly successful strategies and programs. They brought innovation and deep, relevant subject matter expertise. I am impressed with their dedication to continuously expand their own base of knowledge, and feel that we were the beneficiaries of this development. The programs that Context introduced have had a lasting positive impact. I strongly endorse their work."

Laura Sousa, AVP MBNA Integration, TD Bank

CULTURE TRANSFORMATION

'Culture eats strategy for breakfast' is a lighthearted reminder that leadership teams must make culture a central focus in the implementation of their business strategies.

We design people and culture strategies that powerfully shift culture in the direction of business strategy, while simultaneously developing change leaders across the system. The result is an empowered leadership culture that can continuously evolve.



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