

TRI-NAMICS™ *SYSTEM*



June 27.16





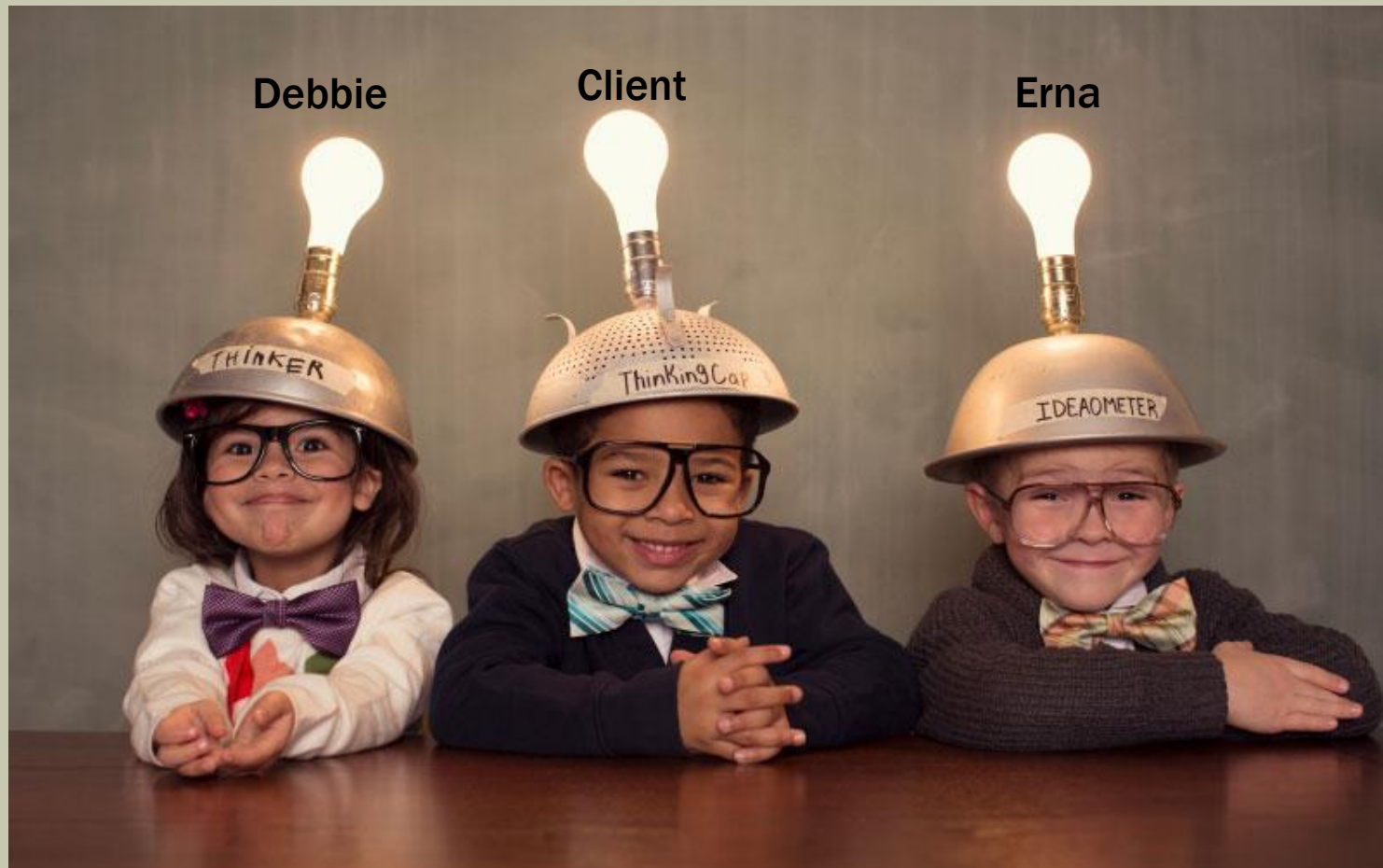
Sustained and continuous development



The learning organization

Focus

IN THE BEGINNING



Debbie

Client

Erna

Tri-namics®



The power of three forces activating endless possibilities.

WHAT IS TRI-NAMICS®?

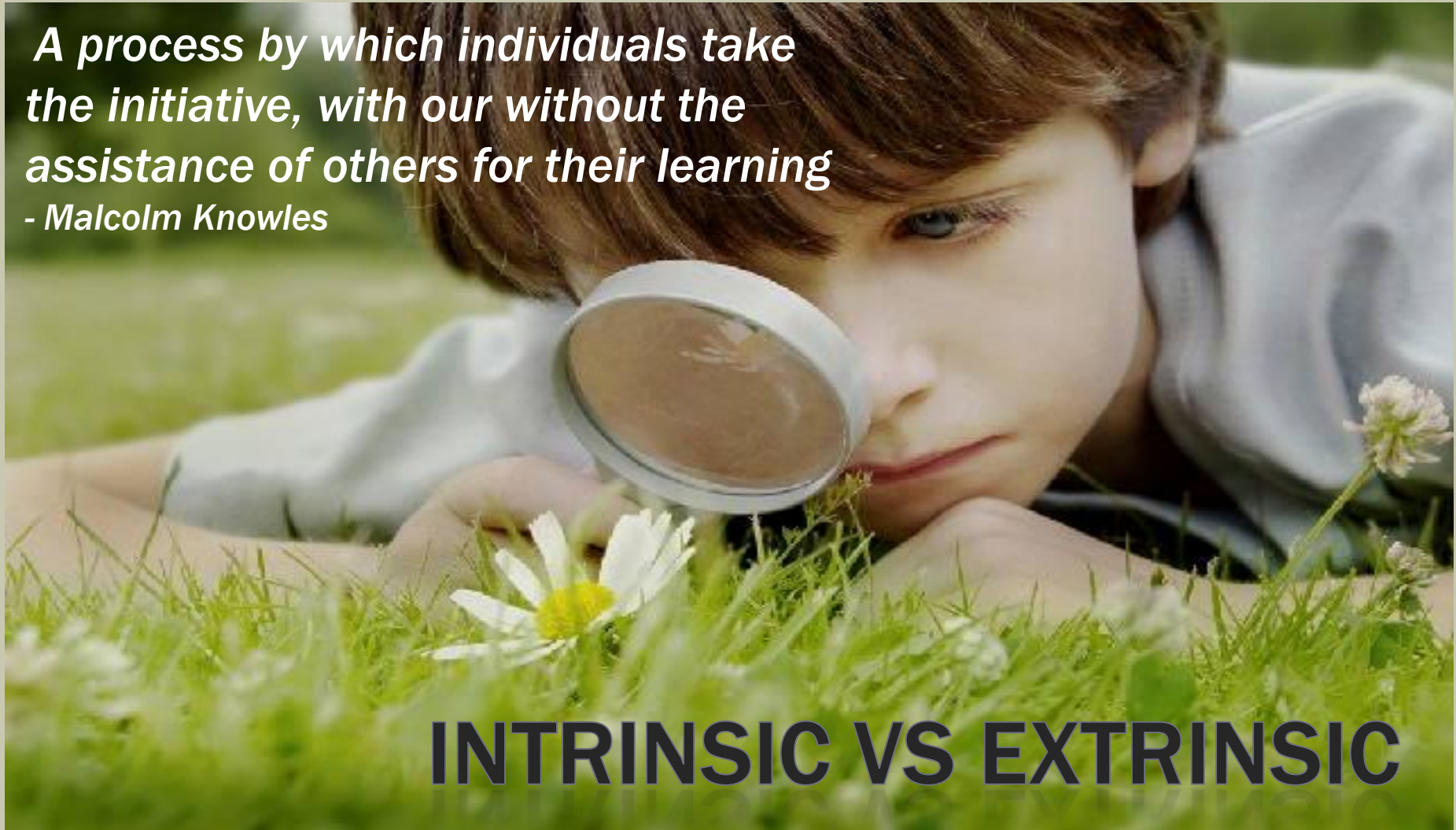
An in-time organizational learning system that engages people to mine their own and collective intellectual capital and wisdom.



SELF DIRECTED LEARNING

A process by which individuals take the initiative, with or without the assistance of others for their learning
- Malcolm Knowles

INTRINSIC VS EXTRINSIC



SELF COACHING

L - Lead Self Domain

Develops Self

Actively seeks opportunities and challenges for personal learning, character building and growth.




What kind of leader do I want to be ?

What am I good at already?

Who could help me?

SHARED LEARNING



“None of us is as smart as all of us.”

- Kenneth H. Blanchard -

DYAD COACHING

IT'S A QUESTION PARTY!

MY FAVORITE!

Step 1 .. curiosity

Step 2 ... listening to understand



Step 3 ... reflective thinking

TRIAD COACHING

3 self selected learning partners

Formed for a longer term

Set a regular schedule for meeting

Have a clear intention of individual goals

A coach approach is the primary methodology

Start with a charter\agreement



TEAM COACHING

L Lead Self

E Engage Others

A Achieve
Results

D Develop
Coalitions

S System
Transformation



A SYSTEM VIEW SELF-SUSTAINING LEADERSHIP COMMUNITY OF PRACTICE

“A community of practice is a group of people who share a concern or a passion for something they do, and learn how to do it better as they interact regularly.”

Jean Lave and Etienne Wenger

<http://wenger-trayner.com/resources/what-is-a-community-of-practice/>



THE TRI-NAMICS[®] SYSTEM

SUSTAINED AND CONTINUOUS DEVELOPMENT



Built on the LEADS framework



Integrated with formal learning



Invites informal learning



Incorporates a system approach to relationship learning



Applies a coach approach mind set and practice



Provides support and resources to nourish a leadership community of practice



Encourages measurement of impact – recalibration – continued evolution

THE LEARNING ORGANIZATION



"We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn." Peter Drucker

Q AND A

**What are you
curious about**



SELF

“AN EVOLUTIONARY STEP IN LEADER DEVELOPMENT...A WORKBOOK THAT PROVIDES AN EASY TO FOLLOW ROADMAP IN THE DEVELOPMENT OF AN EFFECTIVE LEADER USING COACHING PHILOSOPHIES.”

ROMMEL CATALAN, RPN, ADPN, BPN, CEC, SENIOR CASE MANAGER, FORENSIC PSYCHIATRIC REGIONAL CLINIC

TEAM

“WORKING WITH TRI-NAMICS® ALLOWED OUR FAMILY PRACTICE STAFF AND PHYSICIANS TO RECHARGE AND REFOCUS ON OUR MAIN GOAL OF PROVIDING QUALITY PRIMARY HEALTH CARE.”

MARTIN LOUIS RAY, MD, PHYSICIAN, VIEW MEDICAL FAMILY PRACTICE LEAD OF DELTA DIVISION OF FAMILY PRACTICE

TRIAD

“...A STIMULATING AND UPLIFTING EXPERIENCE. I FOUND MYSELF LOOKING FORWARD TO THE TRIAD MEETINGS ALL WEEK, AND ONCE WE MET, WE ALL PLUNGED RIGHT IN PARTICULARLY EFFECTIVE FOR US WAS THAT WE CHOSE WHAT WE WANTED TO FOCUS ON – THIS WAY WE ALL WORKED ON ISSUES CLOSE TO OUR HEARTS. THERE IS NO DOUBT IN MY MIND THAT THIS METHODOLOGY IS HIGHLY BENEFICIAL IN LEADERSHIP DEVELOPMENT. AS A PARTICIPANT, I GREW AS A PERSON, MY TRIAD PARTNERS BECAME MY TRUE FRIENDS, AND WE WILL ALWAYS SHARE A SPECIAL BOND OF CLOSENESS, HUMILITY AND OPENNESS”

*LAURA ARPIAINEN, ARCHITECT AIBC
SENIOR FACILITIES PLANNING LEADER | LOWER MAINLAND FACILITIES
MANAGEMENT | STRATEGIC PLANNING FRASER HEALTH*



Reflection

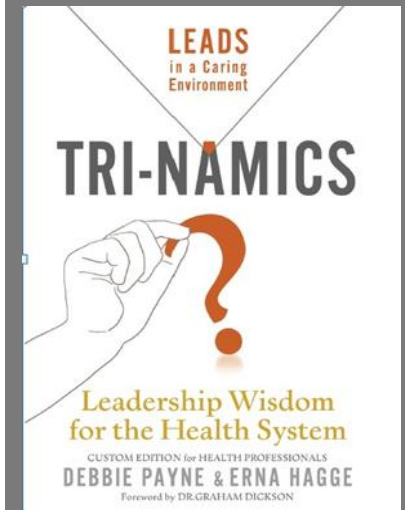
TRI-NAMICS® SYSTEM

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Next Webinar: October 2016

www.chlnet.ca



www.leads collaborative.ca

