

Center for Creative Change Student Symposium 2004

June 5 & 6

Antioch University Seattle

preparing students to
envision and lead effective,
sustainable change in
organizations, businesses
and communities



M.S. Management (GMP)
M.A. Environment and Community (E&C)
M.A. Organizational Psychology (OPP)
M.A. Whole Systems Design (WSD)

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Piper Elliott Abodeely, OPP
10:15-11:15 a.m., Sunday
Embracing the Interpersonal System through Pivotal Transitions
Transition is the natural process of self-renewal. For young adults, transitions are often an experience of overwhelming instability, constant change and a panicked sense of helplessness. Abodeely explores the “twenty-something” years and examines means to identify, create and embrace sustainability through pivotal transitions.

Wendi Bellows, E&C
1-1:45 p.m., Saturday
Experiential Learning at Nathan Hale High School: Environmental Education via Riparian Restoration
Bellows created a system at Nathan Hale High School so students in ecology and biology classes can adopt and help restore a portion of Thornton Creek’s banks on their school’s property. She will describe the project, explain the relationships she formed throughout the year and show photographs.

Ursula Bestgen-Oceguera, GMP
10-11 a.m., Saturday
Seattle Women Rising Against Despair (Seattle RAD)
Utilizing appreciative inquiry, Bestgen-Oceguera provided new vision and ideas for sex workers to embrace their assets and move away from sex work. She will discuss participatory program planning, positive change theory and reflections from very personal and meaningful experiences.

Vicki Biscay, OPP
10:15 - 11:15 a.m.
Organizational Change at a National Park
Biscay consulted with Mount Rainier National Park staff on an organizational change project. She hypothesized that upper managers must be aligned in order to successfully move the project forward. Her findings are based on her direct involvement, interviews and research.

Aaron Brown, OPP
11:30 a.m. - 12:30 p.m., Sunday
Faculty Perspectives on Collaborative Learning as a Teaching Modality
Brown interviewed Eastern Washington University faculty, addressing the benefits of collaborative learning, obstacles to implementation and future influences for utilizing this learning instrument. He will discuss his findings and methodology and expound on the internship site that prompted the research.

Natalie Caballero, GMP
9-9:45 a.m., Saturday
Staff-level Innovation
Caballero’s thesis explored non-management, income-generating innovations. Her practicum utilized a micro-community of innovators to explore the characteristics and behaviors of innovators, the types of innovations developed and the ways innovators influence systems so their initiatives are realized. She will discuss how innovators affect overall system integrity.

Richard Carlson, OPP
1-2 p.m., Saturday
How to Build a Better Box: One Solution for the Problem of Humanitarian Shelter
Employing the Aristotelian concepts of episteme, techne, phronesis and the pre-Socratic idea of metis, cunning intelligence, Carlson’s presentation is concerned with how one creates the knowledge to build a humanitarian shelter to house the world’s growing refugee and homeless population.

Kristen Corning, WSD
10 a.m.-10:45 a.m., Saturday
What The Girls Had To Say: Using Your Constituents as Guides
Corning involved the women served by The Ruby Room to design and lead a strategic planning session to further the mission and vision of the organization. She will present the results and discuss the benefits of allowing an organization to create itself.

Tom M. Fields, OPP
11:10 a.m. - 12:10 p.m., Saturday
The Meta-Process of Sales: Maximizing Profit by Utilizing Human Potential
Fields analyzed the importance of work/life balance to better understand the viability of creating a company focused on productivity through the betterment of employees and clients. Fields will present results of this project and offer reflections on work/life balance.

Carmiña Fuller, OPP
4:10-5:10 p.m., Saturday
Empowerment for the Colombian Community
Fuller has been facilitating a group of women who comprise the “Asociación Colombiana del Estado de Washington” in an effort to build community among Colombians and Colombian-Americans. She will present approaches for building communal support structures.

Scott M. Hansen, E&C
1-2 p.m., Sunday
Christian/Faith-based Service and Environmentalism: Dispelling the Myth of Incompatibility
Working from the theoretical model that Christian theology and environmentalism are essentially compatible, Hansen and a partner developed and presented educational forums for religious congregations aimed at inspiring and motivating faith-based environmental activism. He will share the results of this project.

Blythe A. Horman, OPP
10:15-11:15 a.m., Sunday
Animal Welfare Agencies in King and Snohomish Counties: Perspectives on Collaboration
Horman researched how animal welfare organizations in King and Snohomish counties view the state of collaboration between their groups. She will share her findings and offer her reflections on inter-organizational relations in this little-studied field.

Krista Hunter, E&C
2:10-3 p.m., Sunday
Sustainable Commitment: Creating the New Pledge Program for Sustainable Connections
This change project emerged from the work Hunter engaged in with the staff of Sustainable Connections. They created a greatly-enhanced pledge program designed to help small business owners commit to sustainability goals on a yearly basis.

Dana Keeler, OPP
with Anna Nicole Spector
11:30 a.m. - 12:45 p.m., Sunday
**Business for Community Benefit:
Changing the World Through
People, Community and
Environment**
Keeler, Spector and student volunteers interviewed 19 businesses in the greater Seattle area that have adopted sustainable business practices. They used the appreciative inquiry methodology in the interview process. The results identified key factors and themes that contributed to the businesses' success.

Bryce Mathern, E&C
11 a.m.– noon, Saturday
**The Hazel Wolf Environmental Film
Network: Creating a Sustainable
Organization**
Mathern will offer insights gained from his year-long process of building a nonprofit organization, including the importance of building a board and diversifying fundraising. He will explain why establishing community is essential in developing long-lasting, sustainable projects and how that can be accomplished.

Monica McAlister, OPP
2-2:45 p.m., Saturday
**Growth and Change in a
Faith-based Community**
McAlister was part of a team that led ground-up change at a transforming faith-based community. She will present the results of this participatory change process and her reflections about social change.

Penny McBride, E&C
11:30 a.m. - 12:30 p.m., Sunday
**Community Green Building
Programs**
McBride created a sustainable building guide for the Teton County, Wyo., Planning Department. She will share what she learned about various green building programs around the country and explore the possibilities of bringing such a program to her community.

Kristin Mitchell, E&C
2:10-2:50 p.m., Sunday
**A Team Approach to Increasing
Public Awareness of Mountain
Goats in the Cascade Mountains**
Mitchell worked with various government agencies and tribes to increase public awareness of mountain goats in the Cascade Mountains of Washington state. The project focus was to develop a website to provide information about mountain goats.

Cheryl Mosher, OPP
3-4 p.m., Saturday
**Personal Wellness: Shifting a
Cultural Paradigm in a Child
Protection Agency**
Mosher's project focused on culture change from within a child protection agency to integrate strategies that promoted personal and organizational wellness. To initiate sustainable change, Mosher implemented strategies at various levels of the system: individual, team, community and organization.

Rene Neff, GMP
3-4 p.m., Sunday
**Leadership Principles for
Promoting Progress Toward
Salmon Recovery**
Neff conducted interviews of five exemplary leaders to document what they were doing to promote progress toward salmon recovery in Puget Sound. She will share her research, the leadership principles she identified and their relationship to her change project.

Rose Olson, WSD
2:10-2:50 p.m., Sunday
**Academic Pluralism: Education for
All Kinds of Minds**
Olson has been studying learning disabilities, public schools and neuro-cognitive research through the lens of whole systems design. She will share her insights from a pilot program she implemented with public school students, titled "The Mind That's Mine."

Wanda Olszewski, E&C
3-4 p.m., Saturday
**Toward More Effective Partnership
Between Texas Parks and Wildlife
Department and Culturally-affiliated
Native Americans in Interpretive
Program Development at Hueco
Tanks State Historic Site**
TPWD established a goal to enhance relationships with Native American communities affiliated with Hueco Tanks SHS. Olszewski will report on the strategies and outcomes of this change project and summarize what she learned as a member of the implementation team.

Michael Palumbo, GMP
2-2:45 p.m., Saturday
**Conflict and Creativity: What I
Learned on the Way to the Forum**
Palumbo will present his findings on conflict and creativity from his thesis work and separate reflective practicum project. These involve the formation of a nonprofit society related to human sexuality. This presentation is intended for mature audiences.

Margaret Reed, WSD
1-1:45 p.m., Saturday
Embracing Winter
Reed facilitated a six-week series of gatherings designed to stimulate dialogue and encourage healthy paradigm shifts. Her presentation will demonstrate how, with the use of a seasonal model, she assisted participants in recognizing the ways in which natural patterns and cycles influence behavior.

Mardee Ropella, OPP
3-4 p.m., Saturday
**WorkSource Pierce Career
Development Center**
WorkSource is a conglomeration of social service organizations brought together to form a one-stop center for job seekers. This project explored and executed ways to create cohesion among various social service departments within WorkSource and to reverse the emergence of an "us-and-them" culture.

Christian Santelices, E&C
9-9:45 a.m., Saturday
**Global Community Project:
Building Global Community and
Environmental Stewardship**
Santelices will discuss his experiences in founding a nonprofit organization dedicated to building community citizenship, environmental and social awareness and natural stewardship by facilitating exchanges between high school students from the United States with their counterparts in other parts of the world.

Paula Sherwood, OPP

9-10 a.m., Sunday

Self Care — A Call To Action

The Self Care Action Research project explores the heart and soul of people's individual and collective ability to be responsible for creating a desired outcome. Sherwood's presentation will review her research study's design, challenges and individual and organizational outcomes.

Rachel A. Snyder, OPP

9-10 a.m., Sunday

Evaluating the Talent Management Planning Process

Snyder researched succession management best practices. She utilized the findings from the Corporate Leadership Council's "Hallmarks of Leadership Success" study to evaluate the talent management planning process at a U.S. Fortune 500 company. She will present her findings and reflections.

Anna Nicole Spector, OPP

with Dana Keeler

11:30 a.m. - 12:45 p.m., Sunday

Business for Community Benefit: Changing the World Through People, Community and Environment

Keeler, Spector and student volunteers interviewed 19 businesses in the greater Seattle area that have adopted sustainable business practices. They used the appreciative inquiry methodology in the interview process. The results identified key factors and themes that contributed to the businesses' success.

Alisa Stoffel, GMP

1-2 p.m., Sunday

Bridge Over Troubled Waters

Stoffel utilized concepts from coaching and emotional intelligence studies to reach out to alcoholics and addicts in their work setting. She will present background information on these two schools of thought, as well as her findings, reflections and recommendations.

Judy Taylor, GMP

3-3:45 p.m., Sunday

Inhibitors to Systemic Change in Hierarchical Structures

Taylor's project involved looking at how the hierarchical dynamics of an organization make it difficult to create real change.

Joell Teal, OPP

9-9:45 a.m., Saturday

Facilitating Effective Communication

As a change agent, Teal created, implemented and facilitated a management team within the Air Force Reserve. She introduced useful methods, systems, ideas and tools to facilitate effective communication and create a more cohesive unit.

Norm Tonina, OPP

11 a.m.— noon, Saturday

Performance Management Redesign

Performance management — tool to manage the masses, lever for creating a high performance culture or both? Participants will hear Tonina's insights from his experience with the evolution of a corporation's performance management system and will participate in designing an effective performance management system.

Karl O. Unterschuetz, GMP

1-2 p.m., Sunday

Small Business as Leader: Guiding Co-Evolution in Sustainable Agriculture

Using the metaphor "Small Business as Leader," Unterschuetz explores the role of organizational leadership within culture and industry. He shares his experiences working with a nonprofit to build a garden for the homeless and with his family's organic supply business.

Jessica Upp, GMP

2:10-2:50 p.m., Saturday

The Art of Becoming is Being

Upp's primary research goal has been to discover the principles underlying the brain's remarkable ability to learn and process information and to apply this knowledge to the task of building inquiry-based learning environments.

Andrew Wong Fook Sen, GMP

10-10:45 a.m., Saturday

Leading and Motivating Virtual Teams in Volunteer Organizations

Wong analyzed Metropolitan Community Church Region 1's virtual teaming initiative and led a change in how the tech team was managed to establish an effective and collaborative virtual team. He will present the results of this change project along with his reflections.

Peggy M. Young, GMP

3:10-4:10 p.m., Sunday

Developing Cohesiveness Through the Clarity of Meta-level Perspectives: A Training Module

Young collaborated with a professional practitioner in developing a kinesthetic training module that promotes cohesiveness through the clarity of meta-level perspectives. She will present a live demonstration of this training module with the audience as its active observers.