



UNCOVERING THE GENIUS WITHIN © 2009
TWO DAY WORKSHOP
MAY 25 & 26, 2009 (9 am to 4 pm)

www.employmentreadinesscentre.ca

OUR MINDS ARE OUR GREATEST TECHNOLOGY!
Discover practical tools for
unleashing your personal power to CHOOSE

Hosted By: Tewatohnhi'saktha

To register contact Herb Rice—450-638-4280 email: herb.rice@kedc.biz or
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More information available at www.kedc.biz

Seven experiential learning modules provide the gateway to enhanced flexibility, motivation, creativity and resiliency :

- ◆ Uncover the source of your current barriers to success.
- ◆ Identify personal thinking patterns that block your ability to create positive change
- ◆ Rewrite your personal stories and improve your self-image
- ◆ Learn practical tools for overcoming negative self-talk and reinforce positive behavior changes
- ◆ Overcome resistance to change and increase motivation to succeed
- ◆ Create key life/work goals with realistic plans for successful goal achievement

Many highly intelligent people are poor thinkers. Many people of average intelligence are skilled thinkers. The power of a car is separate from the way the car is driven. Edward de Bono

What others say:

Very informative and practical. As women we often second guess ourselves. Empowerment is key!

I have the courage to change my perspective!

I learned more than I expected.

Face change with grace—be aware of negative thinking and look for the positive aspects in life.

My mind never wandered.



Employment Readiness Centre
Building Workforce Capacity

In Partnership with:
Tewatohnhi'saktha
Business Complex—3rd Floor



Proposal for Delivering Uncovering the Genius Within © Core Program

PROPOSAL TO: Kahnawake Economic Development Commission
Helen Watso

DATE: March 30, 2009

SUBMITTED BY: Star Ristow-Bell, Director Leadership Development
Employment Readiness Centre

INTRODUCTION:

Thank you for your interest in the Uncovering the Genius Within © Programs. As per your request it is our pleasure to provide this proposal for training 15 staff in the delivery of our Core Program. The two day Core Program is a pre-requisite for any staff who may wish to become certified as an UGW Core Program Facilitator in the future.

BACKGROUND:

EMPLOYMENT READINESS CENTRE

www.employmentreadinesscentre.ca

Our vision is to seek out and bring together under one organizational umbrella leading edge-best practices to enhance the capacity of all Canadians to be successfully engaged in the national and global economy.

The **A B Cs of Building Workforce Capacity** forms the foundational corner stone of our products and services:

Asset Mobilization – bringing current talent and skills together in uncommon ways to achieve top performance.

Building Capacity – developing organizational and human capital for sustaining top performance.

Continuous Learning – inspiring commitment to life long learning for reaching new levels of top performance.

In 2006, after enjoying a successful collaboration in designing and delivering motivational programs for unemployed persons with disabilities, Kelly Kozar and Star Ristow-Bell co-founded the Employment Readiness Centre. They believe all people, given the opportunity for authentic learning experiences, have the power to make fundamental and positive changes in the way they think and live. Together they share their passions for:

- creating dynamic experiential learning opportunities
- assisting others to uncover the stories that influence how they lead their lives and
- providing others with practical tools for becoming self- authors of powerful new stories that unleash their full potential. .

Kelly and Star actively participate in providing complimentary workshops at key career and employment conferences as well as other venues. They have presented at the well respected CANNEXUS Conference in 2007 and 2008 and are looking forward to presenting their new workshop “Unleashing Organizational Genius” at the April 2009 conference in Toronto. They have also presented at Natcon (2007); Opportunities Conference (2007) and the Careers Conference in Madison Wisconsin (2008).

Their conference presentations are consistently well attended and well received. A participant at the 2007 CANNEXUS Conference “Building Employment Readiness” workshop provided the following feedback: **“Very well presented. The presenters talked to us and encouraged interaction as opposed to talking at us”**. Another workshop participant offered: **“Excellent energy, wonderful, warm and engaging personalities in both facilitators”**. We were also honoured to have Jean Houston; the best selling author and the conferences key note speaker attend our 2007 CANNEXUS Conference “Uncovering the Genius Within” workshop. After attending our workshop Jean complimented us on our approach and encouraged us to author a book on the workshop topic which we are currently writing.

STAR RISTOW-BELL, M.Sc. is a visionary change agent with over twenty years senior management experience. After a 10 year career in the financial services sector and then 10 years senior management experience in the human services sector, Star obtained her Master Degree from the University of Guelph. Since then she has blended her business acumen with her understanding of relationship dynamics to develop her unique ability to sensitively engage others in creating organizational change. Star is highly recognized for her valuable leadership in creating innovative social service programs for marginalized populations.

After completing her undergraduate degree, Star's first management role was with a grass roots organization, where she had sole responsibility for the start-up of a new program to support young mothers. In this role she achieved considerable success in building collaborative relationships among school systems, community service providers and the community at large. This successful program was both well attended and highly valued by at-risk young adults. Experiencing the many challenges faced by these young families deepened Star's desire to pursue her long-time interest in Family Systems Therapy.

Subsequent to completing her therapeutic training as a Master student in the AAMFT approved Marriage and Family Therapy program at the University of Guelph, Star assumed the position of Executive Director at a large organization with multiple service streams. Here, Star implemented a strategic transition from system centered to person centered programs and services. While in this role, she was one of the first six people in Canada trained in delivering the **"Outcome Based Performance Measures"** accreditation program.

Searching for new and innovative ways to engage others in embracing a person centered service culture, Star attended a weeklong intensive training on **"Inclusion"**. Here she met her good friend and mentor, the late Shafik Assante, internationally known presenter, award winning community organizer and author of **"When Spider Webs Unite"**. The experiences and lessons Star shared with Shafik continue to inspire her enthusiasm for creating an inclusive society and using capacity building as a model for social change. Star also attended trainings with John McKnight, Professor of Education and Social Policy and Co-Director of the Asset Based Community Development Institute at Northwestern University; and with Te Ripowai Higgins, Māori elder and Marae Manager at the University of Wellington in New Zealand.

Star took on the challenge of another newly created program providing employment services for persons with disabilities in her next executive management position. In this role Star demonstrated her well developed leadership skills in building an organization highly respected for its innovative client-centered services and professional staff team as well as for consistently exceeding expected results. In less than five years the organization grew from one government contract to include funding from all three levels of government along with fee for service programs.

Currently Star is pursuing her passion for facilitating positive change as a self-employed coach/trainer/consultant living and working in Northern Ontario. Star's entrepreneurial spirit thrives on the challenges and benefits of self-employment and she especially enjoys her many opportunities to travel to new places, meet new people and discover new ideas!

KELLY KOZAR, CDFI, BE.d is an inspiring and innovative motivator, educator, trainer and coach with over 20 years experience in supporting individuals in creating positive life changes. During her extensive career she has directly impacted the status of career development in Canada and developed an impressive list of accomplishments. Kelly's passion for practical, easily accessible tools for unleashing our full potentials is strongly evident in her empowering key note presentations and the learning opportunities she creates for both professionals and clients.

Early in her career Kelly realized the important linkage between life skills coaching and career development services. She found the life changes made by youth participating in a concrete life skills program inspiring and brought this knowledge to her role as supervisor of a secondary school career center. Here, Kelly used her experience to support her staff team in providing highly effective student-centered services.

Kelly pursued her desire to excel in career services by becoming a Certified Career Development Facilitator Instructor through the National Career Development Association (NCDA). Since completing her certification she has maintained an active private practice in providing courses to career professionals seeking certification. Kelly went onto complete her Bachelor of Education, with specialization in Adult Education, further developing her already impressive talents as an educator and enhancing her skills in curriculum development and seminar design.

While working in British Columbia, Kelly was instrumental in bringing NCDA certification to Canada. As Program Manager for Capilano College's newly developed Career Development Practitioner Program, Kelly researched and adapted NCDA course material for Canadian content. Today, BC remains one of the few Canadian provinces with certification requirements for Career Practitioners.

Kelly continued to enhance her knowledge and skills by completing The Pacific Institute's "Thought Patterns for a Successful Career and Investment in Excellence" programs. Kelly creatively incorporates the powerful concepts from these programs into her work with impressive results including a 70% increase in job placements for new Canadians in a southern Ontario program.

Kelly's passion for creating new and innovative career seminars and workshop is fully expressed in the unique and highly acclaimed Uncovering the Genius Within© (UGW) programs which she has been presenting to a wide range of professionals and clients over the past six years. She has successfully adapted the core UGW program to meet the needs of persons with disabilities, new Canadians, career professional and corporate sales teams. The UGW has been demonstrative to quantifiably increase self-efficacy a key indicator of motivation to succeed.

With boundless energy Kelly is currently sharing her talents with the University of Waterloo Co-op students; continuing her self-employment activities through the Employment Readiness Centre and completing her Master Degree in Distance Education through Athabasca University, Alberta. Through her master degree courses she has developed an in-depth understanding of how leading edge technologies can enhance access to growth enhancing learning opportunities for individuals and groups. Her life long love of learning will continue to enhance her capacity to assist others in creating the life of their dreams!



UNCOVERING THE GENIUS WITHIN © CORE PROGRAM

A unique training program designed to provide experiential learning opportunities for individuals to discover their innate power to choose patterns of thinking leading to positive life and work fulfillment

UGW has been demonstrated to increase an individual's motivation to succeed by enhancing "self-efficacy" and "outcome expectancy" as measured by the Employment Readiness Scale™

Benefits:

- Emphasizes soft skills most desired by employers
- Provides practical tools for unleashing individual and group potential and efficacy
- Replaces negative habits, attitudes and beliefs and removes barriers to high performance
- Enhances flexibility, creativity and resiliency
- Increases emotional intelligence and motivation
- Promotes growth and achievement

Seven Learning Modules:

- Power of the Mind
- How Beliefs Are Formed
- Power of Belief
- Mentoring Yourself
- Tools for Goal Achievement
- Learned Optimism
- Kicking the Worry Habit

Theoretical Approaches:

- Cognitive Science – the multidisciplinary study of mind and behavior
- Cognitive Psychology – internal mental processes such as problem solving, memory and language (Dr. Alber Bandura)
- Positive Psychology – how, why and under what conditions positive emotions, positive character and the institutions that enable them to flourish (Martin Seligman)

Core Program Outcomes:

Participant's successful assimilation of the curriculum is reflected in the following ways:

- Improved capacity to solve problems
- New positive attitudes
- Improved ability to work with others
- Improved human capital

Participation in the Core Program is the pre-requisite for attending the Enhanced Facilitator Training. The Enhanced Facilitator Training must be completed within one year of completing the Core Program.

Learning Outcomes:

- Ability to explain how the processes of the mind create personal stories and self image
- Ability to explain how the processes of the mind select and deselect information
- Ability to identify personal thinking patterns and identify patterns of thinking and behavior that block ability to create positive change
- Ability to use practical tools for overcoming negative self-talk and reinforce positive behavior changes
- Review current life fulfillment and select three areas of their lives for increasing life fulfillment
- Develop the personal belief that one can overcome personal barriers to achieving life fulfillment
- Develop personal stories which support the achievement of life fulfillment goals
- Ability to recognize how worrying takes away energy from life fulfillment, identify sources of worry and use personal stories and practical tools for overcoming worry.