

A Center For
**Dialogue,
Innovation
& Impact**

**CAREY INSTITUTE
FOR GLOBAL GOOD**

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A Center for Dialogue, Innovation & Impact

The Carey Institute is continuing a nearly century old tradition of convening great minds to explore solutions to the most pressing issues of the day, building on a legacy of thought leadership and global impact that dates back to the 1924 Country Forums on Human Relations that Laura Talmage Huyck convened on our property as a reaction to the carnage of World War I, engaging international participants to promote global understanding and peaceful conflict resolution.

In addition to addressing challenges in journalism, education and sustainability with its own nonprofit programs, the Carey Institute's historic 100-acre conference center in upstate New York is also named among the Top 5 Leadership, Management and Teambuilding destinations for corporate and nonprofit teams in the United States to address their most pressing challenges. The mission of our newest offering, a center for Dialogue, Innovation and Impact, is to help leaders and organizations create best-informed strategy, successfully lead change and create a more agile, engaged and productive culture.

What outcomes are you seeking?

- Focused, aligned and energized teams
- Clear mission, vision, strategy, values and priorities
- Unprecedented commitment
- A more engaged, healthy and productive culture
- Strong and effective partnerships, alliances and coalitions
- Successful change, created from the inside
- Novel, high-quality solutions to complex business and/or human system issues
- Achieve greatest potential in performance and impact

Our expertise is helping clients forge new directions, build strong partnership and coalitions, lead successful change and develop a more-engaging, high-performance culture.

Expertise at the Carey Institute:

- Executive team planning, strategy and change
- Multi-stakeholder group planning
- Coalition building
- Organizational transformation and change
 - Restructuring
 - Merger integration
 - Cultural Evolution
- Team development
- Difficult conversations
- Conflict resolution

Executive Team Planning

Whether convening to create strategy, solve mission-critical issues or plan and execute organizational change, successful, productive meetings are at the core of generating the focus, alignment, energy and commitment needed to create change from the inside. There are time-tested methods to help groups discover common ground and their greatest capability for partnership and action.

These approaches are founded in the reality that any successful meeting address: 1) a logical sequence of 'content flow' to explore issues, assess reality and create frameworks for making best-informed decisions; and 2) an 'interaction flow' that develops true partnership in thought and action. Facilitation Mastery is the ability to coalesce these two aspects in elegant ways so that differences can be managed productively and powerful agreements achieved. When this 'meeting of minds and hearts' happens, meetings become more than getting to a plan everyone supports, but also turbo charges team partnership and effectiveness, transforms culture and unleashes unprecedented commitment.

Multi-Stakeholder Initiatives & Large Group Meetings

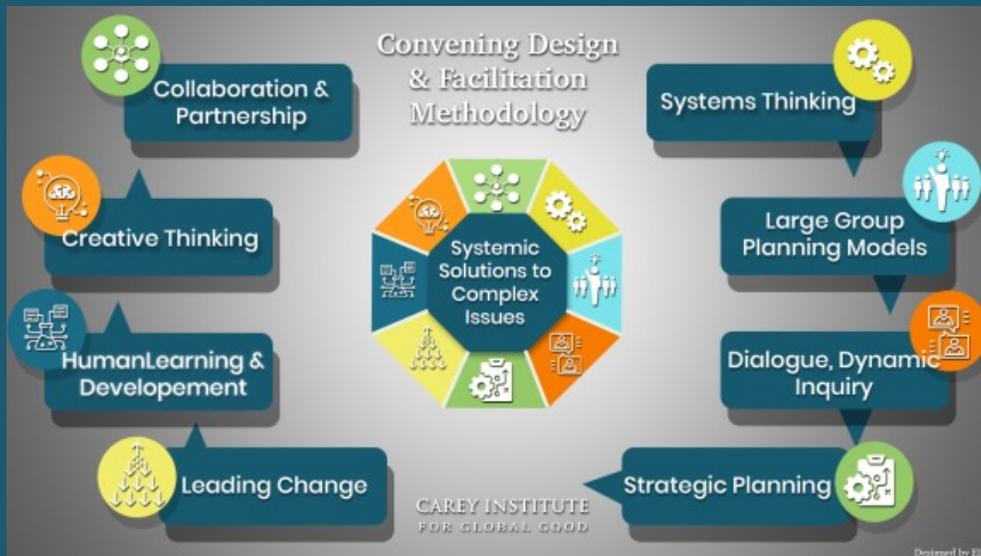
Bringing different stakeholders together from different parts of their system to successfully improve something or create something new demands a well-designed process anchored in best practice, large group methodologies to be successful. The right people need to be at the table and they have to be guided through a journey of collective learning and partnership to discover their greatest potential for action and impact.

Designed and facilitated well, multi-stakeholder initiatives not only generate high-quality, systemic solutions to big issues, but also inspire (often unprecedented) commitment and action. Systems are changed from the inside. When people collaborate to most-fully understand their system and co-create solutions that will deliver desired value a sense of cross-boundary partnership emerges that generates long term value for stakeholders, the network, community or organization.

Designing and delivering this level of success for our clients is what we do exceptionally well.



Shem Cohen, M.S.O.D. Director of Dialogue & Facilitation



Shem Cohen is an organization development consultant, facilitator and change agent with deep expertise helping people to align, develop and energize systems to high performance. Shem's work has been included in three books on best practice collaboration, facilitation and planning, including the award-winning 'Productive Workplaces, 25th Anniversary Edition' by Dr. Marvin Weisbord. He has been honored to serve as guest faculty for New York University Stern School of Business Executive Education Program and as invited thought leader for Aerojet Rocketdyne's sponsored learning group In2In (the historic builder of rockets for NASA) on Leadership and Innovation. Through his work clients are able to forge new directions, successfully manage their most pressing issues, engender unprecedented buy-in for concerted action and significantly improve organizational capabilities, communications, relationships and culture.

Clients include (sample list):

The Federal Reserve Bank, the U.K. Mission to the United Nations and British Government, Cognex, Church and Dwight, Perkin Elmer, Del Monte Foods, Soros Fund Management, JP Morgan Chase, Credit Agricole Bank, Standard Chartered Bank, Xerox Corporation, Marriott, Capital District Physicians Health Plan, Iowa Health System, Doylestown Hospital & Bucks County Physician Network, National Parks Conservation Association, Albuquerque Public Schools, The Winthrop Rockefeller Institute, New York-New Jersey Harbor Restoration Coalition, Civil Service Employee Association, Washington Public Radio, The American Taekwondo Association and NY State Department of Labor.

Clients also include many not-for-profit organizations, government agencies, middle market and small businesses, law firms and faith organizations.

Coalition Building and Large Group Meetings:

- Future Search Conference
- GE Work Out
- Town Hall
- Appreciative Inquiry
- World Café
- Open Space Technologies
- Whole Scale Change

Testimonials

"This initiative has been successful beyond our wildest expectations."

- AVP, Head of Function,
The Federal Reserve Bank

"...the work you accomplished had effects that were immediate and far reaching. Silos were broken down, morale and teamwork were significantly improved and we created massive improvements in customer service... Like your other customers here at the Mission, my and my team's expectations of this initiative were completely exceeded. Thank you for your efforts and obvious commitment to our best interests."

- Section Head,
The UK Mission to
the United Nations

"I am truly grateful for your abilities as a consultant who could not only analyze the critical issues hampering a more effective organization, but to then bring all the elements to the table and seemingly without effort, cast a strategy that has subsequently led to one of the most synergistic relations in the organization's history."

- Senior Region Director,
Northeast US Region, The National
Parks Conservation Association

"I truly appreciate the impact you had on my life and the company."

- CEO,
The American Taekwondo
Association

"I am particularly impressed by your ability to quick-study our organization and culture, and then to customize a venue to lead us to a plan for improving both... I believe that your efforts have invoked a positive change that will be long lasting. I am grateful."

- VP, General Manager,
JPMorgan Chase