

**FEDERAL CONSULTING GROUP'S
SPECIAL COMMUNITY OF PRACTICE
JUNE 17, 2005
1700 G St. NW, OTS Building
9:00 AM – NOON**

**LEADERSHIP AT EVERY LEVEL:
TO ENSURE THE EARTH'S VITALITY**

The US Environmental Protection Agency's (EPA) Office of Research and Development (ORD) began a courageous journey in 1995 to prepare for the new millennium. This was to be a conversation of hope, discovering and dreaming together, and designing change efforts to generate the very best science to protect the American people. This presentation explains the rationale and results of using a strengths-based approach to culture change based on principles of Appreciative Inquiry.

Presenters will share their learning from the use of appreciative interviews, experiential learning activities, and two large-scale summits, which included voices from all parts of a 2000 person scientific and technical organization. You will see a behind the scenes view of how the organization's leadership paradigm was shifted from one of hierarchy to one which ignites leadership at all levels. You will also learn how managers accepted and embraced their role as catalysts for change. A case study on this work will be highlighted at the upcoming Second Global Forum for the Society for Organizational Learning.

Guest presenters will be Mary McCarthy-O'Reilly, Staff Chief for Leadership Development and Facilitation, and members of her Leadership Coalition Action Team.

You can register for this event by sending an email to lee.salmon@ots.treas.gov. If you are a federal employee and wish to attend—and are not a member of the Coaches Community of Practice—please contact Lee Salmon at lee.salmon@ots.treas.gov.