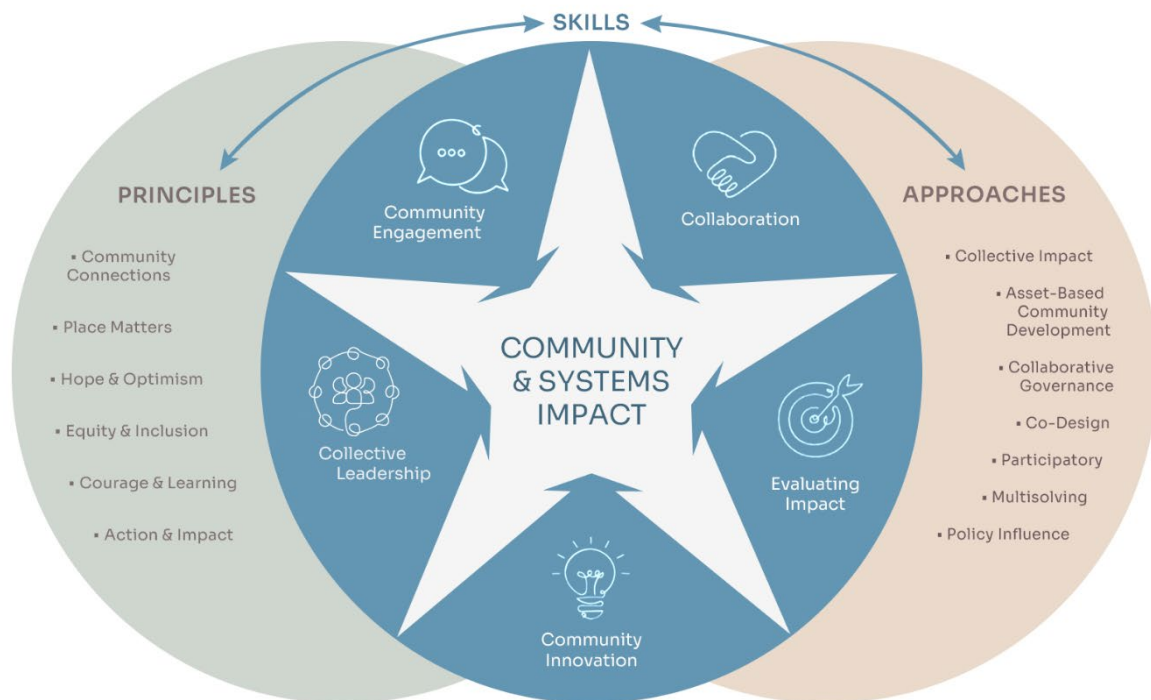


# WORKSHOPS

Tamarack's Learning Centre offers customized workshops, coaching, and individualized consulting to support communities directly and empower them to achieve greater impact. The following is a list of capacity-building workshops that are available to communities, organized by the five interconnected practices that lead to community change.

All of Tamarack's workshops are customized to respond to the unique challenges facing each organization, collaboration, and community. The workshops below can be adapted in format and duration to be facilitated as webinars, presentations, half day workshops and full day workshops. Tamarack will work directly with you to design a workshop to achieve your goals, engage participants, and build capacity.

## THE 5 INTERCONNECTED PRACTICES FOR COMMUNITY CHANGE



## INTERPRACTICE WORKSHOPS

### **Building Capacity for Community Change Workshop**

As communities drive towards improving population level outcomes, Tamarack Institute has learned that changemakers must build their skills in five interconnected practice areas so that they can make a significant impact. These five practices are: Collaboration; Community Engagement; Collective Leadership; Community Innovation and Evaluating Impact. This interactive workshop will introduce each of these five practices and explore how, together, they are integrated to create a supportive environment to sustain community change. Tools, resources and stories to support the application of each practice will be introduced and applied.

### **How Field Catalysts Accelerate Community Impact**

This workshop explores the vital role of the field catalyst – a unique intermediary organization that enhances and connects the efforts of individual communities to drive lasting, population and systems-level change. Participants will explore the four integrated roles of Field Catalysts and how each contributes to empowering multi-sector collaboratives to disrupt entrenched systems and transform the status quo. Through discussion and case studies, this session will examine the internal practices that enable field catalysts to make sense of the work that is unfolding in order to quietly amplify and strengthen efforts across sectors, and support systems-change strategies that scale effective solutions.

### **Pause, Reflect, and Reimagine: Building Collective Tools for the Year Ahead**

The workshop is divided into four sections. We will begin with a guide to seasonal planning to offer participants a decolonized approach to work planning that is guided by Earth Mother's seasonal rhythms. The container will then be filled with time-based tools and conversation topics. We will start with the past, where participants will be guided through ways in which they can absorb and reflect on happenings from the year; then we will transition to the present where participants will be given tools to enable them to be in the present in the now; and finally, we will look towards the future and vision how to move forward and plan for the upcoming season and year in a way that centres rest.

### **Building Belonging – And Why It Matters**

This workshop will support groups to go from talk to action. We will unpack how belonging fits in community, how belonging principles and practices to support groups to build their plan on a page. This workshop will build knowledge and skills of participants to authentically engage members to deepen belonging in their communities. Topics we will cover:

- Why belonging matters
- Understand how belonging shows up in our communities
- How to authentically engaging people to participate so they belong in decisions and activities.
- Provide tools and resources to build a belonging plan

## Building an Asset Based world – ABCD 101

Asset-based community development (ABCD) shines a spotlight on the inherent strengths and capabilities of individuals. Unlike traditional approaches that begin by identifying problems and deficiencies, ABCD centers around recognizing and leveraging peoples existing assets. By acknowledging and harnessing these strengths, Individuals are empowered to proactively contribute to positive change within their communities. This workshop introduces the fundamentals of ABCD, the theory and practice of asset mapping so that you weave the community assets into your programs and activities. This workshop is very interactive!

## COLLABORATION WORKSHOPS

**How do we mobilize diverse sectors, organizations and individuals - including unlikely allies - to work together to create a shared strategy for community & systems change?**

### The Collaboration Continuum

In this interactive workshop, participants will explore the concept of collaboration as a spectrum, understanding how different levels of partnership and engagement lead to varying outcomes. Through guided discussions and hands-on activities, groups will assess their current position on the collaboration continuum and determine the steps needed to reach their desired level of partnership.



### Exploring the Opportunity of Collective Impact

Collaboration—with funders, allies and community partners—is a significant part of how our work gets done these days. However, not all forms of collaboration are the same. Collective Impact is a disciplined form of multi-sector collaboration that has proven to be highly successful in addressing an array of complex social and environmental issues. This session will introduce you to the Collective Impact Framework and help you assess if it's the right approach to advance your goals. Hear case studies of Collective Impact in action and discover practical tools to assess the 3 pre-conditions and 5 conditions of Collective Impact to create a robust action plan.

### Collaborative Governance and Leadership

A challenge for effective collaboration is reaching agreement about decision-making and governance of the shared work of collaborating partners. This workshop explores the unique governance challenges that multi-sector collaborative's face, considers the pros and cons of different backbone structures, and highlights strategies and practices to effectively navigate the process-product tension and multiple levels of accountability implicit in collaborative work. Participants will deepen their understanding of the principles of collaborative governance, to develop practices that build trust and keep key leadership

stakeholders engaged.

### **Collective Impact 3.0**

In 2016 Tamarack's Liz Weaver co-authored a paper entitled *Collective Impact 3.0: An Evolving Framework for Community Change*, a paper that looked closely at the practice of Collective Impact and proposed five ways to build the next iteration of the Collective Impact Framework. This session offers an opportunity to accelerate the effective implementation of Collective Impact by drawing upon lessons and successes from the field. Participants will discover the importance of embracing a systems lens and will explore how Collective Impact initiatives can initiate and lead the type of disruptive innovation needed to generate high impact results.

### **Leading Collective Impact: From Theory to Action**

This workshop is designed specifically for backbone staff, consultants and facilitators who support Collective Impact Initiatives to build your capacity to mobilize, launch and sustain them by deepening your knowledge and expanding your toolkit of resources. Participants will consider the phases of maturity within a Collective Impact effort and what is needed to navigate each one effectively. Case studies, experiential exercises and peer sharing will offer you an opportunity to explore the five conditions of Collective Impact and how they work together. Essential mindset shifts of successful Collective Impact Initiatives will be explored, including how to embed systems change lens into your design. Participants will be introduced to a rich array of facilitation tools—and be encouraged to share from their own experiences—to provide all with an in-depth learning experience that they can use to further the design, implementation and sustainability of their own successful Collective Impact initiative.

### **Intention to Action: Centering Equity in Systems Change**

Intention to Action is an interactive, 3-hour workshop designed to support changemakers who aim to move beyond surface-level equity work and into meaningful work that closes community-identified equity gaps. Real systems change requires more than good intentions – it requires the courage to examine root causes, the humility to understand our own positionality, and the skills to partner with systems leaders and with equity-denied communities. Intention to Action will introduce participants to Tamarack's Equity, Anti-Racism and Reconciliation Analysis Tool, a practical and flexible framework for embedding equity into multiple stages of community change, from problem identification to strategy design to sensemaking and evaluation.

### **Collaborating with Confidence: Essential Skills for Success**

No one organization or group, working alone, can effectively address the growing number of complex, interconnected issues that communities are currently navigating. In fact, the most promising – and innovative – solutions to these issues require collaboration. That's because effectively addressing such issues requires a well-coordinated set of solutions that are usually beyond the mission/mandate of any one sector or organization.

It takes patience and skill to bring together leaders from different sectors, organizations and groups – including those with first-hand experience of the issue – in ways that enable them to learn and work

well together. It also requires a different way of thinking and working than what is required by a single organization.

This workshop is for:

- Leaders in non-profit organizations seeking to leverage collaborative strategies to advance their mission
- Municipal decision-makers working across sectors to achieve community priorities
- Practitioners who want to strengthen their skills in designing and facilitating effective collaborations
- Resident leaders mobilizing people and resources to co-lead change on complex community issues

### **Success Factors for Sustainable Collaborations**

It takes patience and skill to bring together leaders from different sectors, organizations and groups – including those with first-hand experience of the issue – in ways that enable them to learn and work well together. It also requires a different way of thinking and working than what is required by a single organization. How do you build a collaboration that lasts? This interactive session will introduce 10 proven sustainability factors that help partnerships thrive over the long term. Through real-world stories, reflection, and group discussion, participants will:

- Discover what makes collaborations resilient and sustainable
- Assess your collaborative's sustainability strengths and challenges
- Identify practical opportunities to embed sustainability into your work

Leave with fresh insights, concrete strategies, and renewed confidence in designing collaborations that can navigate challenges and deliver lasting impact.

## **COMMUNITY ENGAGEMENT WORKSHOPS**

**How are people who have been impacted by systemic issues informing, contributing and leading to create change?**

### **Authentic Community Engagement**

Why engage? It's a simple question, but one that most people don't spend enough time exploring. Too often we engage 'because we're supposed to' rather than 'because we absolutely need to'. In this workshop we will challenge the status quo and push our thinking beyond our comfort zone. Learn the 7 foundations for authentic engagement, critically evaluate why you're engaging, and challenge yourself to go deeper. Throughout this workshop we will use the Community Engagement Planning Canvas to connect theory and practice and hold us accountable to designing authentic engagement practices.



## **Creating the Culture for Engagement**

What kind of culture is needed to make it easier to step out and take risks? What are the ways to convert challenging community engagement scenarios where practitioners are commonly held back by fear, into stretch opportunities that allow all parties to come together and learn? In this workshop we will share different scenarios for when and how inauthentic engagement shows up and explore strategies for addressing fear and building cultures of engagement.

## **Lived Experience: Centering the Voices of Context Experts**

This workshop invites participants to critically examine what it means to create spaces for meaningful contributions from those with lived experience—context experts who are closest to the issues. Participants will explore strategies for shifting power dynamics to ensure these voices are not only heard but are leading and making key decisions. With practical tools, including a guide to gratitude-based compensation, this session provides concrete steps to foster genuine, equitable engagement that honors the expertise of lived experience. Participants will leave equipped to support leadership from within communities, driving impactful, sustainable change.

## **Effective Multi-Lingual Engagement for Inclusive Participation**

In this workshop, participants will discover essential principles and best practices for engaging diverse audiences in multi-lingual contexts. The session will delve into strategies for creating inclusive environments where language diversity is embraced, ensuring that all voices are heard and valued. Through real-world examples and interactive activities, learners will gain practical tools to facilitate meaningful engagement across language barriers, fostering deeper connections and understanding.

## **Embedding Community Engagement in Planning and Decision-Making Processes**

This interactive workshop builds the knowledge and skills needed to centre community perspectives and lived experience in your work. Participants will explore what it means to adopt an engagement mindset, examine different types of decisions and why community-led decisions are more sustainable, and learn practical ways to embed community engagement into everyday practice. Together, we will walk through the key phases of a typical strategy, planning, and decision-making process, identifying concrete opportunities to integrate community voice at each stage. Participants will leave with practical tools and approaches they can immediately apply to strengthen community-centered strategies, plans, and decisions.

## **Moving from Debate to Dialogue**

This workshop equips participants with practical techniques to reduce polarization, foster empathy, and cultivate conditions for healthy, constructive dialogue across diverse perspectives. Through the lens of authentic community engagement, participants will learn how to center and elevate the voices of those most affected by the issues at hand, promoting equity and shared understanding. Participants will leave with strategies to encourage inquiry, invite inclusive dialogue, and focus on strengths and shared goals, creating pathways toward positive, collective action.

## **Facilitation Skills for Collective Action**

Facilitation is more than running a good meeting—it's a holistic process that spans the entire arc of a group's work. From intentional planning and clear communication between meetings to effective facilitation during sessions and thoughtful follow-up to ensure accountability, this workshop emphasizes facilitation as a transformative journey that allows people to think well together. This interactive workshop is designed to strengthen your ability to facilitate the creation of spaces and conversations that inspire groups to equitably achieve meaningful goals. Over two sessions, you'll explore seven essential facilitation practices, practical tools, and actionable strategies to integrate into your current facilitation approach.

## **Weaving the Community Fabric – How to do Asset Mapping**

The power of “Asset Based Community Development” (ABCD) is in its focus on individual and community assets. It starts by identifying and leveraging people's gifts and strengths which equip communities with the skills and tools needed to create local opportunities. Mapping out the community assets is an important step that allows communities to respond to the needs and challenges in their neighbourhoods. This workshop introduces the fundamentals of ABCD, the theory and practice of asset mapping so that you weave the community assets into your programs and plans. This workshop is very interactive!

## **Building Strategies that Centre Community**

Learn about why building strategies the old way will not work in our new reality. Our communities have changed over the past 60 years, and we are facing more Poly crises, polarization and disconnection in civic life. We need to rethink the process for developing strategies that authentically engage community and centre people. Using an asset approach to building strategies will help you to understand the roles that people, groups and organizations can and should play in the strategy. Explore asset mapping, mind shifts and new strategies through interactive group work, examples and tools.

## **Building Strong and Sustainable Groups**

We know that the fundamentals of community change are collaboration and building partnerships to make sustainable change in our communities. Sounds simple, find people and ask them to sit at the table and plan for action. However, there is more to it than a table, chairs and people. Building a successful group takes time, resources, relationships and trust. In this workshop, you will be introduced to the foundational steps that will help you to identify the right people, equalize power dynamics, build a sense of belonging and evaluate your group's work.

## **Communicating for Shared Outcomes**

Learn the principles of effective communication and understand the value of building relationships and capacity to achieve shared outcomes. In this workshop we will explore examples of communication done well and learn why we often miss the mark. Challenge yourself: What would it

take for your engagement to be truly personal, accessible and centered around connection? Assess your own communications and engagement activities, plan what you'll do to reduce the barriers, and brainstorm solutions together.

## COLLECTIVE LEADERSHIP WORKSHOPS

### **How do we organize and share responsibility to lead community and systems change?**

#### **Leadership through collaborative governance**

This workshop delves into the complexities of leadership in multi-sector collaborative governance. Participants will examine common governance challenges faced by collaborative initiatives, including balancing process and outcomes and managing diverse layers of accountability. Through interactive discussions and practical exercises, learners will explore core principles of collaborative governance, gaining tools to build trust, maintain engagement, and foster effective decision-making across sectors. By the end of the session, participants will have developed strategies to navigate governance dynamics and strengthen their collaborative efforts for lasting impact.



#### **Turf, Trust & Collaboration (EN + FR)**

Learn simple, practical tools and approaches to building trust. Participants will be able to bring these tools and resources back into their collaborative efforts to renew engagement and shared ownership. You'll also learn to build engagement, befriend your nemesis, counter-balance efforts, deepen engagement, build commitment and trust self-assessment. This workshop will identify practical steps to deploy when trust breaks down.

#### **From Conflict Resolution to Conflict Transformation**

This workshop introduces participants to the powerful shift from conflict resolution to conflict transformation—a holistic approach that not only addresses immediate issues but also tackles underlying causes to foster lasting change. Rooted in the wisdom and practices of Black, Indigenous, and Racialized communities, conflict transformation emphasizes cultural and community-centered methods for healing and systemic change. Through reflective discussions and hands-on activities, participants will explore this paradigm shift, gaining tools to transform conflicts in ways that promote inclusivity, resilience, and deep, enduring impact.

#### **Mindsets for Navigating Eco-System Change**

To achieve large scale impact, leaders need to navigate complex systems that are continually shifting and changing. Diagnosing the nature of the problem, understanding the components that make up



the complex system and determining how you, as a leader, might effectively influence the system are key components in eco-system leadership. This workshop offers participants an opportunity to explore the leadership approaches most effective for addressing large-scale systems change.

### **Resilience & Sustainability in Collaborative Efforts**

Collaborative, systems-change efforts focus on long-term, systems-level changes rather than shorter term programmatic outcomes. How do you sustain the momentum, pace and resources needed for your collaborative's work? This workshop introduces participants to resources designed to help build both resiliency and sustainability in your collaborative work. You'll learn; How to apply the lens of resilience, develop an appreciation of how the nature of collaborative work evolves over time, how to sustain momentum and commitment, tools and frameworks for assessing and strengthening the resilience and long-term sustainability.

### **Empowering Change: Advancing Diversity in Collaboratives**

In today's ever evolving and demanding landscape, fostering trust and championing equity in collaborative settings has never been more critical. This workshop aims to empower you to build on your efforts to create inclusive spaces, broaden and deepen your decision-making circle, celebrate and uplift diverse perspectives, and make a lasting impact on collective efforts through inclusive and adaptive leadership practices. By embracing diversity, leaders are better equipped to enact meaningful change and cultivate organizations that are innovative, authentically representative and forward-thinking. Leading diverse groups requires trust and empathy, and can lead to teams that offer multiple perspectives, the ability to enhance your understanding of systemic barriers, enhance your strategic engagement with systems of power, and can reshape your knowledge of the origins and implications of various forms of oppression.

## **COMMUNITY INNOVATION WORKSHOPS**

**How do we harness the uniqueness of a community – the place & people – to generate, test, and embed new approaches that contribute to transformational change?**

### **Human Centered Design for Community Change**

Human-Centered Design and Design Thinking are rapidly rising as tools for innovation across the public, private, and voluntary sector. How can community change makers use these exciting approaches to strengthen and deepen their work? You'll also learn approaches for engaging community members to identify the barriers they face and create bold visions for the future. Tools to spark creative, community-led approaches to the challenges that communities face, and tools to help you test new approaches and work with community to ensure that they deliver the right impact.



## **Facilitating Co-Design**

How can you bring diverse members of your community together to develop creative new ideas, innovative approaches to persistent problems, and build alignment and momentum for action? This workshop will give you the tools and practice to host and lead collaborative Co-Design sessions effectively. You will: Learn a step-by-step approach to designing inclusive collaborative gatherings that meet the needs of your community; Explore best practices in community engagement and innovation; Understand the principles and techniques to guide facilitation and help troubleshoot tough situations; Experience interactive exercises, case studies, and real-world vignettes to make ideas and methods concrete.

## **Scaling Solutions for Greater Impact**

This workshop is designed for social innovators seeking to expand the reach and impact of their work. Participants will explore the complexities of scaling social innovations beyond the pilot stage to achieve broader social, economic, or environmental transformation. Through an in-depth look at the five dimensions of scaling—scaling up, scaling out, scaling deep, scaling scree, and scaling infra—learners will gain insights into strategic approaches for maximizing impact. With hands-on exercises, participants will apply these concepts to design and implement an evaluation framework for scaling their own initiatives, equipping them with the tools to take effective solutions to the next level.

## **Designing and Supporting Communities of Practice**

When seeking to accelerate change, there is significant value in peers connecting to share their work, learn from each other, brainstorm new ideas, problem-solve, leverage synergies, and amplify impact. We have learned that the most effective communities of practice are peer-led and peer-engaged. How then do you create the environment for Communities of Practice to emerge and thrive? In this workshop, we will share our lessons learned in what makes these peer communities successful, take you through the steps to design and support Communities of Practice, and show you can how intentional design can lead to an engaged peer learning network.

## **Making Sense Together: Practical Approaches to Collaborative Sensemaking**

In this workshop, you'll dive into sensemaking— a collaborative process that helps groups interpret information and identify patterns to drive action. Through hands-on exercises, group activities, and practical tools, you'll learn how to identify patterns, connect diverse perspectives, and transform insights into actionable solutions. Whether you're a community leader, project manager, or social innovator, this workshop will empower you to harness the power of shared knowledge and take your problem-solving to the next level.

## EVALUATING IMPACT WORKSHOPS

How do we assess our impact and apply our collective insights to strengthen our effectiveness for community and systems change?

### Introduction to Evaluation (EN & FR)

Evaluation is an essential part of creating meaningful change. It provides a structured way to assess what is working, what needs adjustment, and where the greatest needs lie within a community. By employing a variety of evaluation techniques, we can uncover valuable insights about how to best support communities in achieving their goals. This involves identifying gaps, understanding barriers, and capturing the successes that pave the way for progress. Effective evaluation not only ensures that our efforts are aligned with the community's priorities but also builds accountability, ensuring that resources are used where they can have the greatest impact.



### Building Your Theory of Change (EN + FR)

This interactive workshop offers step-by-step guidance to support you in developing a theory of change tailored to your organization, initiative, or project. Through guided reflection, concrete examples, and collaborative exercises, you will explore the key elements that underpin a theory of change: community needs and aspirations, underlying assumptions, the conditions required for change, and short-, medium-, and long-term outcomes. You will learn how to articulate a clear vision of change that is grounded both in your values and in on-the-ground realities.

#### Connect with the Tamarack Learning Centre:

If you are interested in bringing any of these workshops to your community please reach out to us at [info@tamarackcommunity.ca](mailto:info@tamarackcommunity.ca). Learn more about the Tamarack Institute and access our resource library at [tamarackcommunity.ca](http://tamarackcommunity.ca).