

http://www

Calliope Learning

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Company Overview

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At Calliope Learning we help you create learning leaders, people who continually learn their way into outstanding performance. We work with individuals and teams who are committed to sustainable organizational performance through engaging, fun and purposeful learning. We want people to find, enjoy and make the most of their learning and leadership potential.

Calliope Learning has evolved out of our shared commitment to designing and facilitating meaningful learning. Collectively, we have spent too much time in programs and activities that have discouraged our learning excitement and potential, and left us uninspired, drained and de-motivated. We have taken the time to find out what inspires people to learn and lead and built this into our work. You can expect the following benefits from working with us:

- Practical, results oriented facilitation and coaching which leads to higher engagement and performance of leaders
- Engaging, creative and fun facilitation and coaching skills which leads to higher participant satisfaction
- A creative and fresh approach to the development of learning activities and job aids to help transfer the learning from the classroom to the workplace
- Experience with multiple generations and with all levels of the organization leads to a respectful, fun and productive learning and team culture
- Meaningful and successful collaborative consulting arrangements with clients that have resulted in meeting their organizational goals and providing returns on their investment
- A combination of academic expertise, business acumen and courageous relationships ensures leadership programs are up to date, relevant, based on sound practices and challenge participants to learn their way into outstanding organizational performance

"The leadership training provided by Calliope Learning is practical and thought provoking for both new managers and more seasoned pros. Tammy and Dave provide an insightful, active and fun workshop filled with "a-ha" moments."

Judy Hamza, AbeBooks

Leadership Solutions

The majority of our programs are custom designed for each organization and usually include individual follow up coaching sessions for each participant. The following topics are available in half or full day formats:

- The paradox of leadership
- Developing your leadership style
- Developing a compelling leadership vision
- Building trust
- Leading teams
- Communication and feedback skills
- Coaching skills
- Leading change
- Systems thinking
- Understanding and influencing organizational culture
- Conflict resolution
- Enhancing creativity skills to address workplace challenges
- Leading a values driven organization
- Building a learning organization
- Leading communities of practice

We are certified and/or have experience with:

- Myers-Briggs Type Indicator (MBTI)
- Thomas Kilman Conflict Instrument (TKI)
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- Parker Team Player Survey
- StrengthsFinder 2.0
- Knowledge Teams Effectiveness Profile (KTEP)
- Barrett Values Centre Cultural Transformation Tools (CTT)
- Organizational Relationships and Systems Coaching (ORSC)
- Future Search
- Appreciative Inquiry
- Communities of Practice
- Open Space
- World Cafe
- LearningEdge

“Calliope's sessions with Schneider Electric were transformational. Tammy & Dave gave us a great foundation of concepts & tools that helped us take our leadership to the next level.”

Dan Wall, Schneider Electric

“Dave and Tammy demonstrate great respect for their participants and clearly understand the value of the time being invested.”

*Cliff McCollum,
GenoLogics*

About Tammy and Dave

Tammy Dewar, Ph.D.

Tammy grew up on a farm in Alberta and brings a down to earth, entrepreneurial and hopeful attitude to her teaching, coaching and consulting. Having been the only one in her large extended family of hundreds to complete a Ph.D., she encourages and challenges people to transcend whatever limitations they may think they have. Tammy has lived in many cities in Canada, the US and the UK, but now calls Victoria home, and is committed to living a balanced and sustainable life with her husband and business partner, Dave Whittington.

Together, Tammy and Dave run Calliope Learning (www.calliopelearning.com), a consulting company that specializes in leadership development and coaching. They are proud to be a part of the growing high tech sector on Vancouver Island and are working with several exciting clients to help them be the best they can be. They also have clients in other sectors and provide team development, executive coaching, customized 360 performance reviews, action research, and the application of distance and online technologies to workplace learning. Tammy has been an associate faculty member at Royal Roads University since 1997 and teaches in the MA and MBA programs.



Dave Whittington, Ph.D.

Dave grew up in the UK and spent his childhood in the Midlands of England. He always enjoyed being outside and exploring, something that is still with him today. Tammy and Dave do their best to keep themselves fit and enjoy walking and cycling in this beautiful part of world.

Dave studied/played/worked at a number of universities in the UK: Southampton, Birmingham, the Open University, Strathclyde and Glasgow. Originally, Dave's background was in science, engineering and education. With time, he became more interested in why various projects he was involved in had a mixed success rate. It became clear to him that human factors such as open communication, team work, and leadership were critical.

Dave has been an associate faculty member at Royal Roads University since 2000 and teaches in the MA and MBA programs.



Recent Client Projects

AbeBooks

- Design and delivery of a leadership program and coaching to the senior leadership team and managers

Capital Regional District Parks

- Coaching senior leadership team
- Consultation and facilitation of an organizational redesign initiative

Chartered Accountants of Alberta and British Columbia

- Design and facilitation of leadership programs in high performing teams, leading change, coaching for performance and developing leadership impact for chartered accountants and corporate controllers

Carmanah Technologies Corporation

- Design and facilitation of feedback and coaching workshop to managers
- Coaching services

EOS Pipeline and Services Inc

- Design and delivery of a 6-module leadership program and coaching to the owners, managers and field superintendents
- Coaching the owners and senior management team

Genologics Life Sciences

- Design and delivery of a 7-module leadership program and coaching to all directors, managers and team leads

Royal Roads University

- Facilitation and executive coaching in the one week Leadership Impact executive program

Schneider Electric

- Design and facilitation of a 4-module leadership program to 50 executives, managers and team leads
- Coaching team leads
- Ongoing facilitation of MBTI, FIRO-B, and TKI workshops in their Leadership Boot Camp program



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Sample Fees

The majority of our work is custom and so we provide exact quotes when the nature and scope of the work is clarified. The following are examples only.

Coaching	<ul style="list-style-type: none"> • \$2500 for initial 3 month engagement • \$500 per month for weekly half hour calls
Leadership Program	<ul style="list-style-type: none"> • \$3500 per person • Minimum 10 participants • Includes 6 days of workshops, coaching and assessment tools