

**Joanne Linzey**  
**Résumé**  
**March 2009.**

2340 Gospel Woods Road  
Canning, NS B0P 1H0

**Overview:**

Leadership: building visions and strategic directions; ensuring effective board governance; creating effective teams; mentoring; creating collaborations and partnerships; developing new organizations; leading change processes.

Management: managing staff and volunteers; building strategic and operational plans including budgets; raising resources; managing national and local projects; managing staff and volunteer teams.

Research: undertaking participatory research, asset mapping, individual and group interviewing, community consultations; identifying promising practices.

Knowledge and skills: asset based community development; teaching and facilitation; public speaking and presenting; building staff and board capacity; building and participating in large and small collaborations; communications; advocacy; deep understanding of non- profit sector.

***Education***

- Bachelor of Arts, University of British Columbia, Vancouver, BC
- Diploma in Education, University of British Columbia, Vancouver, BC
- Executive Development Program, Government of Canada, Touraine Centre
- Government of Canada, French Language immersion (8 months) receiving level C in all categories
- Certificate, Asset-Based Community Development, United Way of America
- Certificate, Appreciate Inquiry, Cambridge, England.

**Work History**

***August 2008 –present Ottawa,***

**Human Resources Council for the Voluntary and Non-profit Sector**

**Manager, Towards a Workforce Strategy** (part- time)

- Responsible for managing a national project developing partnerships with the non- profit sector and the provincial governments in five provinces that will lead to the development of provincially based labour force strategies for the sector.

***June 2005–May 2008, Ottawa (living in Nova Scotia)***

**United Way of Canada – Centraide Canada, Vice-president, Community Impact**

This new position was created to assist local United Ways in their transformation from umbrella fundraisers into organizations working, in partnership, to change community conditions. Position demanded effective communication and collaboration.

- **Commitment to Change: Standards of Excellence**

Responsible, for introducing the challenge and the necessity of change to boards and staffs across the country, building understanding and support for the change process., This work was a lengthy process of engagement and required many presentations, discussions and workshops with boards and senior staff.

Executive lead on a year-long collaborative process to create movement-wide Standards of Excellence that serve as a guide for what United Ways aspire to as they go through their change process. Led the team responsible for launching the Standards and developing the strategy for supporting the roll-out of the Standards across the United Way network.

- **Action for Neighbourhood Change (ANC)**

Executive lead and chair of the steering committee on this complex national collaboration. This resident centred learning initiative was designed to identify and develop integrated, coordinated approaches to neighbourhood renewal. The core of the project was to discover effective ways to engage and help build the capacity of people who live in “disadvantaged” neighbourhoods, people who are traditionally voiceless.

This action research project was funded by a collaboration of several federal programs. The United Way of Canada served as the convener of the project on behalf of a consortium of partners: the Caledon Institute of Social Policy, Tamarack: An Institute of Social Engagement, the National Film Board of Canada and five local United Ways. In-depth evaluations, stories, and films speak to the success of this neighbourhood initiative.

### *1994–2005 Halifax*

#### **United Way of Halifax Region, Chief Executive Officer.**

Reporting to the board of directors, responsible for a staff of 25, countless numbers of volunteers and a \$5 million dollar annual budget.

#### **Highlights:**

1. **Organizational transformation:** Hired with a mandate to provide leadership to fundamentally change the way the organization worked in the community. This involved the development of a new vision, values and focus. Responsible for developing and implementing strategic focuses and strategies aligned to the vision. We created a very strong team of staff and board members who worked together for several years. The organization was recognized nationally for the work and for its collaborative approaches.
2. **Asset Based Community Development:** The organization was among the first in the United Way movement to address problems by building on strengths as opposed to focussing on needs. Among the first in the United Way movement to begin to work in local neighbourhoods with an approach that centred on engaging residents.
3. **Fund-Development:** Recognizing that the fund-development world was rapidly changing, we started to diversify our strategies. During this time we created a successful leadership campaign with significant growth over a few short years. Focused on developing long- term relationships with donors and on articulating the impact of the work we were doing.

4. **Collaboration - Envision Halifax:** Led a small team of staff and board members from UWHR who, in collaboration with The Shambhala Leadership Institute, created Imagine Halifax, launched in September 2005. Through monthly “learning days,” group retreats and ongoing research projects, participants increase their leadership capacity through working on community issues.
5. **Community leadership - Vision 20/20:** In 1999/2000, I co-chaired with the Halifax Chamber of Commerce a community-wide consultation that asked citizens to talk about their visions for the newly amalgamated city of Halifax. Our report was accepted by Halifax City Council and was intended to set the vision for ongoing planning.
6. **National and local partnerships:** Have an extensive national network with individuals and national non-profit organizations, with business and with governments. I have sat on numerous national sector committees and working groups.

#### *1990–1994, Toronto*

#### **ABC CANADA Literacy Foundation, Founding Executive Director**

Working with the CEO of the Southam newspaper chain and broadcaster Peter Gzowski to bring together a senior group of broadcasters, publishers, labour leaders and government committed to raising general public awareness about adult literacy and to improving workplace literacy. This group became the national board of ABC CANADA, supported by small core of staff. It raises awareness about adult literacy, undertakes research and focuses on workplace literacy.

#### *2000-present, Brazil*

#### **Community Development in Brazil**

**2000–2005:** In this CIDA-funded project, part of a two-person team who provided assistance, training, tools and facilitation to community-based NGOs and senior municipal officials working in the poor communities of Curitiba and Sao Paulo on building effective asset-based community collaborations.

**2007:** Contributor to a recent book on asset based community development: *From Clients to Citizens: Communities Changing the Course of their own Development* (Sept. 2008) (Coady Institute ) in the chapter on Brazil called: “God Created the World and We Created Conjunto Palmeira: Four Decades of Forging Community and Building a Local Economy” .

**2006 – present:** Provide consulting services to the Odebrecht Foundation who, in partnership with the United Nations, is creating a new learning centre in northeastern Brazil.

#### *Other work history*

- **Co-founder of the Yukon Women’s Mini-Bus Society**, Whitehorse, Y.T. A three-year demonstration project on community-based transportation which became Whitehorse Transit Commission. I co-designed and then co-managed the three-year demonstration project.

- **1980–1990: Senior positions in the federal civil service**, serving in the former Secretary of State department in Whitehorse (opened first Secretary of State Yukon office), Ottawa (Director, Policy and Programs, Women’s Program, Sec. State), and Halifax (Regional Director. N.S.,Sec. State)

- Experienced speaker and presenter.

May 08: Plenary speaker, CUexpo, University of Victoria, B.C.

June 08: Opening plenary speaker, International Association of Community Development annual conference.

- Experienced facilitator

Many years experience in designing and facilitating community processes, group planning sessions, visioning exercises with boards, staffs, and volunteers.

***Current volunteer activities***

- Chair, Peter Gzowski Literacy Foundation
- Member of Steering Committee (the Coady Institute, St. FX University and the ABCD Institute, Northwestern University) planning an international conference of Asset-based Community Development July, 2009
- Mentor, United Way Global Fellows Program

Recipient of the Queen's Jubilee Award, 2005

***Contact information***

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