



Biographies of the members of the

# **Berkana Collaborative**



## ***Chris Corrigan***

I was born and raised in Toronto, Ontario and lived there for the first 18 years of my life, with the exception of three years spent in the United Kingdom. On my father's side, my ancestry is upper and middle class Irish and Scottish and on my mother's side farming and working class Irish, Manx and Ojibway. This particular mix of histories and legacies has inspired me and allowed me to be comfortable in a variety of settings and in the spaces in between diverse people and groups. One of my traditional teachers, [Paul Mishcogaboway Bourgeois](#), once called me "a living treaty" and the phrase still sticks decades later.

When I was 18 years old I moved to Peterborough, Ontario where I pursued a degree in [Native Studies and Native Management](#) at Trent University. While I was there I worked in the Native Management and Economic Development Program as a researcher and writer. I developed a set of two dozen teaching cases, and completed an honours thesis that looked at new models for studying organizational culture in Aboriginal organizations. My primary teachers while I was at Trent were [David Newhouse](#) and [Marlene Brant-Castellano](#).

Living in Peterborough was a seminal period in my life, and I began writing and performing music while I was there. I played in a variety of musical endeavours, wrote a soundtrack for "Glass Walls", a play by Stephen Couchman about homelessness and composed a series of pieces for a performance poetry piece called "Rumours of Detah" by Louis Fagan. Also in Peterborough, my writing blossomed as well, and I served in a number of editorial capacities with [Arthur](#), Trent University's student newspaper. I wrote concert reviews for two years for the [Peterborough Examiner](#) from 1989 to 1991.

In 1991 I moved to Ottawa Ontario and began working as a policy analyst with the [National Association of Friendship Centres](#), a national Aboriginal organization. It was here that I first became interested in working with groups. As a policy analyst, my job was to respond to federal government discussion papers and help represent our membership's interests in government policy development. I gradually learned that it made more sense - and resulted in more influential work - for me to collect stories from our members and our people to share with government rather than providing conceptual responses to federal ideas. I started working with groups to develop national programs including the [National Aboriginal Head Start Program](#) and the Community Safety and Crime Prevention Program as well as strengthening and devolving the Aboriginal Friendship Centre program to our organization's membership.

In 1994 along with my partner Caitlin Frost, I moved to Vancouver and continued working with the Friendship Centre movement through the [BC Association of Aboriginal Friendship Centres](#). From

1994 to the end of 1995 I served as a negotiator for that organization in an off-reserve self-government framework agreement process.

When that was completed I took the dive into working with the federal government and spent three years as a Public Information and Consultation Advisor for the [Federal Treaty Negotiation Office](#). My job was to consult with non-Aboriginal people and organizations who were affected or interested in the BC Treaty Process. This job gave me tremendous experience in facilitating in complex, diverse and highly emotional environments and it exposed me to a side of British Columbia that I never would have discovered otherwise. I worked closely with ranchers, loggers, corporate executives, local government representatives, environmentalists and regular citizens who were curious, and in some cases, fearful of the change happening in their communities.

As a member of the Aboriginal community however, I was not keen to stay in government for the rest of my working life, and so I left in 1999 and began my consulting practice focusing on bringing high quality facilitation skills to the Aboriginal community and others. By this time I was an experienced practitioner of Open Space Technology and very involved with that particular community of practice. I have designed and co-hosted dozens of Open Space Technology trainings since 1999 with Birgitt Williams, Michael Herman, David Stevenson, Wendy Farmer O'Neill, Tenneson Woolf and others and I have led over 120 Open Space Technology meetings in all kinds of settings. Many of my publications have been about Open Space, as well, including a book on the [Tao of Holding Space](#) and a co-edited collection of conversations with Michael Herman called "[Open Space Technology: A User's NON-Guide](#)." In 2001, with Laurel Doersam, I co-hosted the [ninth annual international Open Space on Open Space conference in Vancouver](#).

In 2001 I moved with my family to [Bowen Island](#), BC, near Vancouver and continued to operate from there. My facilitation practice and client list continued to grow and I became interested in the family of facilitation and leadership tools that were similar to Open Space. This led me into the [Art of Hosting](#) community of practice following a meeting with and an [invitation from Toke Moeller in 2003](#). That association has led me into years of wonderful work teaching, learning and working with friends and colleagues across North America and Europe. I am deeply involved in this community of practice, co-hosting a half dozen or more Art of Hosting workshops a year and using these patterns, practices and methodologies in the work I continue to do with communities, businesses and organizations.

In this time period my work has been varied in scope and scale. I have worked everything from single two hour meetings to large conferences and long term systemic shifts. My work has continued to focus on Aboriginal communities and I have a conscious practice of bringing wisdom from that world to my work with non-Aboriginal organizations and communities and vice versa. I am a strong believer in connecting people and groups who are doing similar work and increasing the capacity for organizations and communities to engage in their own change initiatives. In this respect, combining the teaching and learning work I do with the organizational consulting has resulted in sustainable results on large scales and over time with several organizations. From a practice of facilitating groups my work now encompasses organizational learning, leadership support, community development and systemic change. [I have learned much over the years](#).

In 2007 my life and business partner Caitlin Frost and I and our children Aine and Finn began [Harvest Moon Consultants, Ltd.](#) Harvest Moon combines the facilitation and coaching capacities of Caitlin and I to provide a full scale coaching and facilitating offering to organizations and leaders. This new chapter in our lives continues the story of our work and life together and invites our children into our business as well.

My work and life are deeply integrated, and clients are often exposed to various aspects of my “non-professional” life, including [martial arts](#), [juggling](#), [rock balancing](#), [poetry](#) and [music](#). These artistic activities keep my practice ground in the arts, and inspire me to continue living my life as a work of art, constantly revised and changed and improved for the benefit of all who come in contact with it.

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## *Tim Merry*

I love to work with people. I believe that we all have a potential, within ourselves and together, that holds the answers to the problems we face in our lives - whether that be in our families, communities, organisations, networks or world. My passion is creating participative processes that enable us to work together and enjoy overcoming seemingly impossible challenges.

I developed my craft as founder and partner in [Engage! Interact](#) in the Netherlands and continue to work in this field as a facilitator and free agent in Canada and internationally. Since moving to Nova Scotia in 2004 I have co-founded a rural learning centre called [the Shire](#) and founded Split Rock Learning Centre, a non-profit working with youth in transition and their adult supporters.

I have been fortunate to gain diverse experience ranging from major international businesses and government agencies to local communities all over the world. All this work is rooted in creating participative processes where stakeholder voice is key to creating the systems, structures and services that meet their needs. Current projects include:

- Multi stakeholder transformation of the Provincial Public Health System in Nova Scotia
- [Beyond Sustainability](#) – a large scale gathering of global leaders in Hawaii in June 2010
- Multi stakeholder transformations of regional infrastructure and culture of youth work in Ontario
- Multi stakeholder initiative to build the provincial conditions for resilient local food systems in Nova Scotia
- Art of Participatory Leadership Training in Nova Scotia, New Zealand, the Netherlands, Ukraine and the UK

Much of my work is supported and initiated by the networks I am part of, which include [Berkana Collaborative](#), a global network of leaders taking social innovation to scale and the [Art of Hosting](#), a global network of hosts of strategic and meaningful conversations for positive change. I am one of the founders and global stewards of the Art of Hosting and am privileged to sit on the board of the [Berkana Institute](#), an international not for profit leading the way in participative leadership and communities of practice.

I live in Lunenburg County, Nova Scotia, Canada where I follow my other passions as a musician, slam poet, father and nature enthusiast.

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## ***Teresa Posakony***

I am a group process artist. I love listening into what wants and needs to happen in the places and spaces where groups come together, call that a meeting, retreat, conference, organization or strategic planning session. I work in partnership with teams to skillfully design the conversations that support transformational change/learning, wise decision-making and wise action.

I am deeply committed to making the times groups meet to be ones where we can do real work together. What enables the real work to happen are environments of trust and hospitality, practices for deep learning, clarity of purpose, a good and emergent design, and practices to invite the leadership and wisdom present in the room to burst out and get to work!

Developing relationships that can thrive when difference, uncertainty, and chaos shows up is essential if our efforts are going to be resilient and if we are really going to create anything new. We engage strong practices of shared leadership that shift people's abilities and commitment to working in partnership and friendship going forward.

Working with collective leadership practices there is always the ME and the WE. In addition to working with groups, I work with individuals to help them walk OUT of old frames, mental models, habits, and limitations and Walk ON to a space of more freedom and clarity where they know how to stand as a leader and how to lead from their vision, strength, presence and beauty.

I often design in partnership with [Tenneson Woolf](#), [Chris Corrigan](#) and other close colleagues to form a powerful team to support groups as they move through significant change or in support of an event, community or initiative. We've found that having the balance, creativity, trust, and vision of 2 or more of us present makes a significant shift in the depth of the work we can do. Given the time of acceleration and transformation we are in, it seems many settings require this.

My work is informed and inspired by the web of pioneering leaders affiliated with the [Berkana Institute](#) and the extraordinary communities of [The Art of Hosting](#) and [World Cafe](#). I have worked in close partnership with Berkana for over 9 years exploring what are the new forms of organizing human endeavors and what is the kind of leadership needed now at this time on our planet. We are "*learning to live the future now*" and working in deep partnership with pioneering communities and organizations around the globe.

I also lived thirteen years in the high tech revolution seeing how quickly human beings can come together to create a new way of working, communicating, creating, partnering, and learning. This was where I learned that my life work is about leadership, change and dialog. My high-tech career included six years of leading a large training organization and seven years as a Leadership and Organizational Development Consultant.

Practically I find myself working most with Open Space Technology, Circle Dialog, World Café, and Appreciative inquiry as core “social technologies” in my pallet of processes for change. The theoretical underpinnings of my work are living systems, whole scale change, organizational learning, authentic leadership, and whole brain learning.

## **REPRESENTATIVE CLIENTS**

Teresa’s clients include Washington Family Policy Council, Navajo Nation, Center for Human Development, Louisville Metro United Way, Voices for Illinois Children, Providence Healthcare, Greater Tacoma Community Foundation, Association of Waldorf Schools of North America, Microsoft, City of Redwood City California, Clark County Center for Community Health, Financial Planners Association of America, Institute of Noetic Science, Evergreen School, Center for Ethical Leadership, Willing Disturbers, Sisters of Saint Joseph of Peace, Partnership for Excellence in Jewish Education, Disciples of Christ.

### **What people say about Teresa:**

*Teresa’s work with our organization has been transformational. She offered us both her compassionate and open heart and her calm confidence even in the scariest moments. Teresa’s wealth of experience in working deeply in conversation provides the grounding to support us in doing the work that most needed to be done. She brings more than a well-stocked toolkit of techniques; she brings an authenticity and genuine caring that is transformative. Teresa exudes presence – that genuine presence that comes from having done her own work.*

**~Steve Ryman, Center for Human Development**

*Teresa, you are like fresh glass of spring water, after spending 40 days and 40 nights in a dry wilderness. If I had met you before the adventure, it would have only taken 4 days.*

**~Rene Jackson, Community Leader, Chicago Illinois**

*Teresa takes me to the heart of the matter I’m working on, both regarding the development of the organization I work for and my personal growth as a leader. She listens carefully with the full benefit of her experience and intuition to help me listen more closely to myself so that I can take action in alignment with my core goals and principles. And her smile is infectious!*

**~Sharon Haselkorn, Partnership for Excellence in Jewish Education, Boston Massachusetts**

*Your generous - fully present - listening for what is said, felt and unsaid - helps me recognize what I know and what is possible. Your coaching helps me clarify what is central to my journey - what I need to bring with me and what to leave behind. Your language and framing nurtures and expands the context for how to grow in my work and life. Your genuine connection and understanding of the impact of Parent Cafes is invaluable as we work to amplify 'parent voice' in the world.*

**~Lina Cramer, Wisdom Exchange, Evanston Illinois**

## **CERTIFICATIONS & AFFILIATIONS**

- *Instructor and practitioner* in The Art of Hosting and Convening Meaningful Conversations: <http://www.artofhosting.org>
- Berkana Institute <http://www.berkana.org>
- PeerSpirit <http://www.peerspirit.com>
- Certified in The Organization Workshop, Myers Briggs Type Indicator, Benchmarks 360, and the Learning Architect.
- Extensive ongoing education and training in organizational development, dialog, leadership development, and change leadership.

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## ***Bob Stilger***

I wonder what the world will be like in another quarter century. Will we humans have discovered how to live in balance with the planet? Will those of us in positions of privilege and material prosperity have learned to share better with others? Will we have learned how to build healthy and resilient communities?

I hope the answer to all those questions is a resounding YES! And I believe the work we will do as we enter the second decade of the 21<sup>st</sup> century will be crucial. I've spent 35 years working with people who are building communities and building organizations that are strong and vibrant. Lately I've been focusing more and more on the magic that happens when true friendship, curiosity and respect are present in any room. I work in many ways – conversation host, teacher, speaker, consultant, facilitator and coach. Many times these different roles simply flow into each other. In 2009 I entered my "third thirty" and in many ways my work is to simply be Bob, bringing forward the experience I have from many years working with many different groups.

From 2005 – 2009 I served as the Co-President of The Berkana Institute, a nonprofit institute that works with communities and pioneering leaders in all types of organizations throughout the world. I worked with others to co-entrepreneur the Berkana Exchange – an innovative translocal learning community of leadership learning centres in places like Zimbabwe, South Africa, Senegal, Pakistan, India, Greece, Brazil, Mexico, Canada and the U.S. I've hosted many of Berkana's Learning Journeys out into the world and worked to develop Berkana's learning and consulting programs. I've worked as a community and organizational consultant on behalf of Berkana and wrote, made presentations, and hosted conversations on transformative leadership in the U.S., Canada, Brazil, South Africa and Australia.

Before joining The Berkana Institute in 2000, I spent 25 years as the Executive Director of an innovative community development corporation in the Pacific Northwest, Northwest Regional Facilitators. Along with a small group of other younger leaders all in our mid-twenties, I founded NRF with a great deal of support from older leaders in Spokane, Washington. My work touched many areas – citizen participation, community organizing, affordable housing, work/family issues, hunger, growth management, community futures, transportation, nuclear waste, community health and nonprofit organization capacity building.

My current work is to support the many people around the world who are stepping forward to provide critical leadership in these times. My doctoral research and continued inquiry in the world is around the emergence of forms of leadership which create new possibilities in our communities. I work as a coach to many younger leaders, helping them name their work, connecting them with others, assisting them in supporting each other, and illuminating their work to others who are looking for a sense of what we might do, together.

I am an Adjunct Professor in Doctoral in Leadership Studies Program at Gonzaga University and have served as Adjunct Faculty and Distinguished Visiting Professor at other institutions. I've recently relaunched [www.resilientcommunities.org](http://www.resilientcommunities.org) as my personal base on the internet.

### **Past Consulting Work**

My consulting work has included the following clients: St. Luke's Health Initiative, Phoenix, Arizona; Cherokee Nation, Tahlequah, Oklahoma; Providence Care, Kingston, Ontario, Canada; Municipality of Ethekeiwi - Durban, South Africa; National Disability Services – Brisbane, Australia; State of Washington (including Family Policy Council, State Energy Office, Department of Social and Health Services, Community Trade and Economic Development, and Department Of Ecology, Washington State Bicentennial Commission and Alternatives for Washington Program); U.S. Department of Housing and Urban Development; National Municipal League; U.S. Environmental Protection Agency; Charles F. Kettering Foundation; Charles Stewart Mott Foundation; Nebraska State Energy Office; Washington Coalition for Rural Housing; Spokane County; City of Spokane; and, City of Renton.

### **Teaching Experience**

Whitworth University, Adjunct Faculty, MBA in Global Business, 2010-  
Gonzaga University, Adjunct Faculty, Doctorate in Leadership Studies, 2004-present  
Bainbridge Graduate Institute, Adjunct Faculty, 2004-2007  
Organizational Systems Renewal Masters Program, Distinguished Visiting Faculty, Seattle University, 2007  
St. Mary's College of California, Adjunct Faculty, Masters of Leadership Program, 2002-03

### **Current Volunteer Services**

Member, Board of Directors, Berkana Institute, 2001-present  
Member, Board of Directors, Kufunda Learning Village, Zimbabwe, 2002-present  
Member, Board of Directors, The Shire, Yarmouth, Nova Scotia, Canada, 2005-present  
Member, Board of Directors, UJAMA, Spokane, WA 2008-present  
Member, Board of Directors, Pioneers of Change, Johannesburg and London, 2001—2008

### **Recent Speaking and Hosting Engagements**

Art of Change and Dialogue Bar, Tokyo, 2010  
St. Luke's Health Initiative Keynote, Phoenix, 2009  
Systems Thinking in Action Conference Concurrent Session and Post Workshop, Seattle, 2009  
World Affairs Summit, Tacoma, WA, 2007  
Seattle University, Organizational Systems Renewal Program Distinguished Faculty, 2007  
National Summit of the American College of Mental Health Administrators Keynote, Santa Fe, 2006  
Systems Thinking in Action Conference Concurrent Session, San Francisco, 2005  
Washington Family Policy Council Annual Summit, Vancouver, WA, 2005  
The Brazilian Association of Human Resources Congress, Porte Alegre, 2005  
Global Village Square at the Shambhala Authentic Leadership Institute, Halifax, 2005

### **Education**

California Institute of Integral Studies, Doctorate in Transformative Learning and Change, 2004  
California Institute of Integral Studies, Masters of Human and Organizational Transformation, 1999  
Carleton College, Bachelor of Arts, 1971

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## ***Tenneson Woolf***

I am a teacher and learner of emergence. I see people everywhere working with immense challenges that they care about deeply. Most know that the paths forward require more than shifts in structure, more than heroic efforts in tenacity. Most yearn for a shift in consciousness. I believe we live in a time when we can't not reach more deeply into the heart of our work and our leadership, individually and collectively.

My educational background includes a Masters Degree in Organizational Behavior and a Bachelors Degree in Psychology.

My work is often called leadership and community development. I am a facilitator. I am a group process artist. I am a consultant. I have hosted interactive processes at large conferences, worked with many teams, and coached many individuals in diverse organizations – from hospitals to financial planning associations, from universities to faith communities, from corporate clients to labor unions. My focus is often to help awaken and claim the soul of the work and the simple wise choices of action that grow from there. I believe that we must turn to one another in these times as the primary sources for sustainable learning and adaptation. Deliberate conversation is a core strategic process to help get us there.

In 1993 I began working through The Berkana Institute, a great group of global friends and practitioners working to bring forward new leadership forms in this time. It is home. I am a steward in two communities of practice: The Art of Hosting and The World Café. I am a practitioner of the Flow Game. I work locally with The Salt Lake Center for Engaging Community where I support and design local dialogues on living in healthy community. Formerly, I was with The Dyer Institute for Leading Organizational Change, where I worked with university students, faculty, and managers on practices of change.

I am a Dad to three children: 14 year-old Zoe, my beautiful daughter that often has me wrapped around her finger; 12 year-old Isaac, an old soul in a young body that teaches me often, and 4 year-old Elijah, who reminds me how important it is to play.

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