



Turning Good Intentions into Incredible Impact

Presented by: Crystal Henrickson



Keeping Themes Fresh

Jump Start Reflection

Take a moment to reflect on the past two days

- What are your a-ha moments?
- What have you learned?

Action: Consider jotting down your thoughts



Worksheet > bit.ly/tc-BCPRA

| WEDNESDAY, MAY 1 | |
|---------------------|---|
| 8:30 am – 9:00 am | Welcome, Land Acknowledgment and Opening Remarks |
| 9:00 am – 10:00 am | Opening Keynote: Cultivating Safe Spaces: Sharing Our Stories and Shaping Our Future — Elaine Alec |
| 10:00 am – 10:15 am | <i>Symposium Group Photo</i> |
| 10:15 am – 10:30 am | <i>Transition Break & Refreshments</i> |
| 10:30 am – 12:00 pm | DIALOGUES DL1 Physical Inactivity DL2 Equity, Diversity, and Inclusion DL3 Reconciliation DL4 Climate Change |
| 12:00 pm – 1:30 pm | <i>Tradeshow, Lunch & Networking</i> |
| 1:30 pm – 2:30 pm | SESSIONS A A1 The Future Health Systems Built by Communities A2 How a Colonial Audit Can Change Your Real Life A3 Traditional Storytelling: The Ant and The Boulder A4 Hiring and Retention in Aquatics – Where Have All The Aquatics Professionals Gone? A5 What is the role of Parks and Recreation in Homelessness Response? |
| 2:30 pm – 3:00 pm | <i>Transition Break & Tradeshow Café</i> |
| 3:00 pm – 4:00 pm | SESSIONS B B1 Volunteering: Community Wellness and Leaders of Tomorrow B2 From Our Communities to Our Province: Developing a Toolkit for Inclusion, Diversity, Equity and Access (IDEA) B3 Changing Patterns In a Changing Climate B4 Managing Risk in Recreation Spaces B5 Transforming Organizational Culture |
| THURSDAY, MAY 2 | |
| 8:30 am – 9:45 am | PANEL PRESENTATIONS P1 Intersection Between Recreation, Parks and Climate Change P2 Innovative Subsidized Recreation |
| 9:45 am – 10:15 am | <i>Transition Break & Refreshments</i> |
| 10:15 am – 11:15 am | SESSIONS C C1 Thrive: Seven Ways to a More Vibrant, Resilient and Impactful Life C2 Have a More Diverse and Inclusive Culture with This One Practice C3 Mapping Tomorrow: Innovation in Operations Through GIS and the Power of Co-Op Collaboration C4 Recreation Prescription and Social Prescribing C5 A Net Zero Recreation Facility: What Is It? Is It Possible? Is It Affordable? |

ABOUT

About Talent Collective



Land Acknowledgement:

We recognize that we are uninvited settlers and we have deep gratitude to be able to live and work from the unceded and traditional lands of the Syilx (Okanagan), səliiwətaʔt̓ təməxʷ (Tsleil-Waututh), šxʷməθkʷəyəməʔt̓ təməxʷ (Musqueam), Skwxwú7mesh-ulh Temíxw (Squamish), S'ólh Téméxw (Stó:lō), and the Stz'uminus peoples.

Talent Collective, a Leadership and Executive Coaching and People Operations and Compensation Planning firm specializing in inclusive and equitable practices, working mostly with high growth companies and non profit organizations.

About Me



Crystal Henrickson (she/her)

Chinese, with mixed European ancestry, Canadian, settler woman, with earned and unearned privileges (ie being able-bodied) and honoured to live on the traditional, unceded lands of the Syilx (Okanagan) peoples

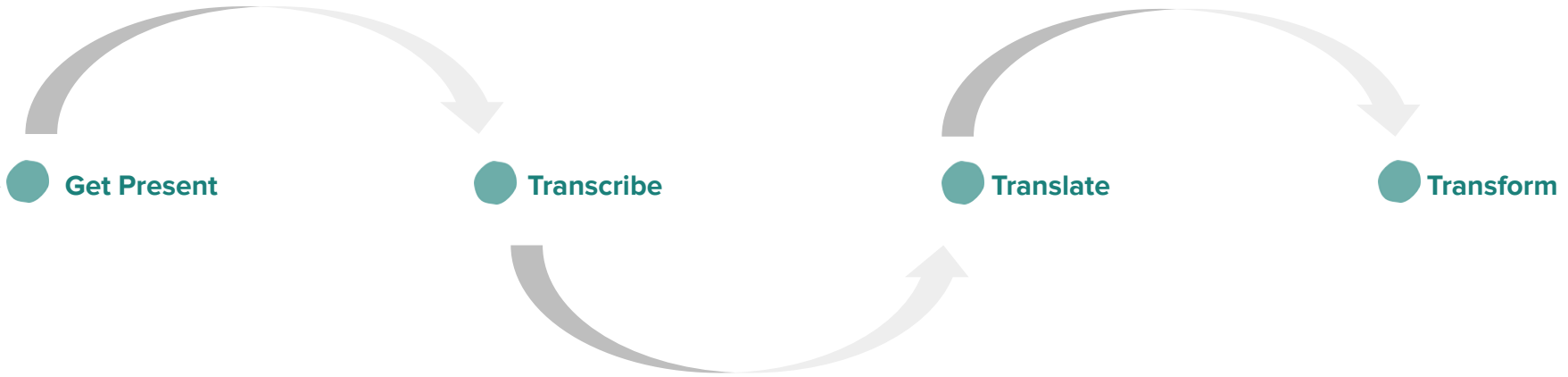
- ✍️ Trauma informed Executive and Leadership Coach; HR, EDI, People Operations Advisor, Leadership Circle Profile Practitioner, and a Career Strategist
- ☑️ Certified as a Professional Coach (PCC), Co-Active Coach (CPCC), Relational Trauma Coach (CRTC), and Organization and Relationship Systems Coach trained (ORSC)



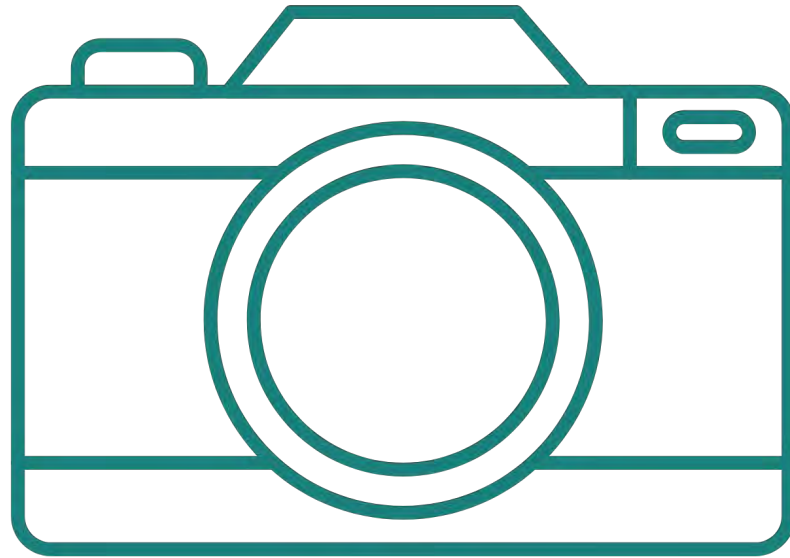
Today's Plan: From Intention to Impact



Today's Plan: From Intention to Impact



A Coaching Lens



The Truth About Changing



Client: [Articulates a goal]

Coach: How will you implement your goal?

Client: I will just set reminders and do this every day, every week, every month etc.

- Or: I just need to wait for this thing to finish/happen, and then I'll have time.
- Or: When I face this situation, I'll do what we talked about.
- Or: I don't think I need anything, I'll just do it.

Coach: And what, if anything, might get in your way?

Client: Oh the usual, time, busyiness, other priorities

- Or: I can just do it.

[Sometime later...]

Coach: How is your goal going?

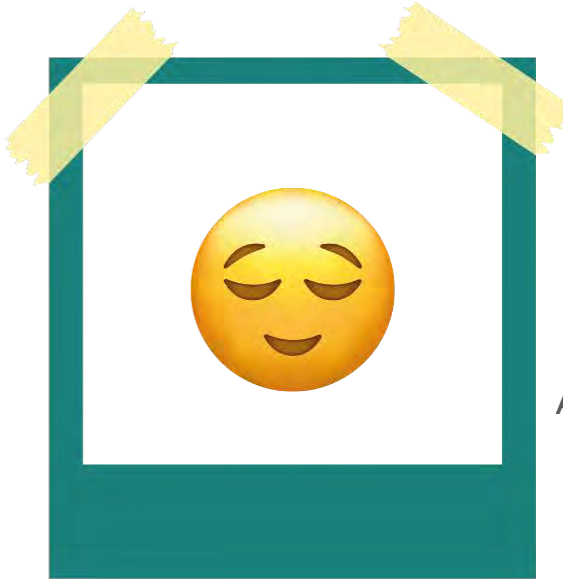
Client: I forgot in the moment

- Or: I didn't get to it
- Or: I feel like I failed because I didn't do it exactly like we talked about

We Need A Reframe



Get Present



- What does your breath feel like?
- What do you notice about your body?
- What do you notice about your thoughts? Feelings?
- What will help you be present today?

Action: Consider jotting down your thoughts

Today's Plan: From Intention to Impact



Get Present

Transcribe

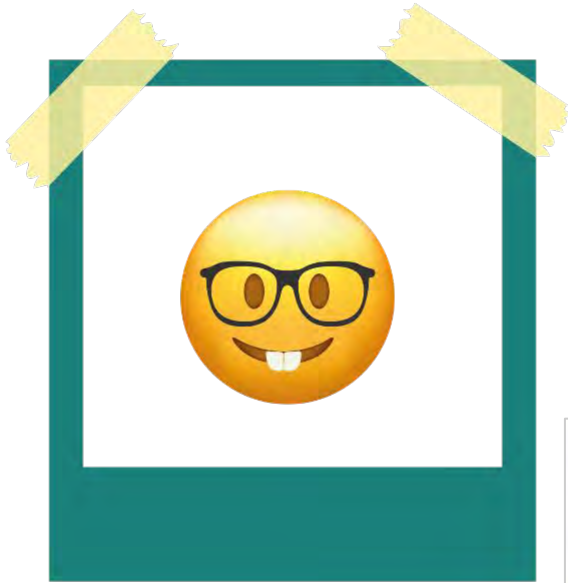
Remembering The Symposium

| WEDNESDAY, MAY 1 | |
|---------------------|---|
| 8:30 am – 9:00 am | Welcome, Land Acknowledgment and Opening Remarks |
| 9:00 am – 10:00 am | Opening Keynote: Cultivating Safe Spaces: Sharing Our Stories and Shaping Our Future — Elaine Alec |
| 10:00 am – 10:15 am | Symposium Group Photo |
| 10:15 am – 10:30 am | Transition Break & Refreshments |
| 10:30 am – 12:00 pm | DIALOGUES DL1 Physical Inactivity DL2 Equity, Diversity, and Inclusion DL3 Reconciliation DL4 Climate Change |
| 12:00 pm – 1:30 pm | Tradeshow, Lunch & Networking |
| 1:30 pm – 2:30 pm | SESSIONS A A1 The Future Health Systems Built by Communities A2 How a Colonial Audit Can Change Your Real Life A3 Traditional Storytelling: The Ant and The Boulder A4 Hiring and Retention in Aquatics – Where Have All The Aquatics Professionals Gone? A5 What is the role of Parks and Recreation in Homelessness Response? |
| 2:30 pm – 3:00 pm | Transition Break & Tradeshow Café |
| 3:00 pm – 4:00 pm | SESSIONS B B1 Volunteering: Community Wellness and Leaders of Tomorrow B2 From Our Communities to Our Province: Developing a Toolkit for Inclusion, Diversity, Equ and Access (IDEA) B3 Changing Patterns In a Changing Climate B4 Managing Risk in Recreation Spaces B5 Transforming Organizational Culture |
| THURSDAY, MAY 2 | |
| 8:30 am – 9:45 am | PANEL PRESENTATIONS P1 Intersection Between Recreation, Parks and Climate Change P2 Innovative Subsidized Recreation |
| 9:45 am – 10:15 am | Transition Break & Refreshments |
| 10:15 am – 11:15 am | SESSIONS C C1 Thrive: Seven Ways to a More Vibrant, Resilient and Impactful Life C2 Have a More Diverse and Inclusive Culture with This One Practice C3 Mapping Tomorrow: Innovation in Operations Through GIS and the Power of Co-Op Collaboration C4 Recreation Prescription and Social Prescribing C5 A Net Zero Recreation Facility: What Is It? Is It Possible? Is It Affordable? |

- What sessions did you attend?
- What were the key takeaways?
- What is important for you to remember?

Action: Consider jotting down your thoughts

Reflect On Learning



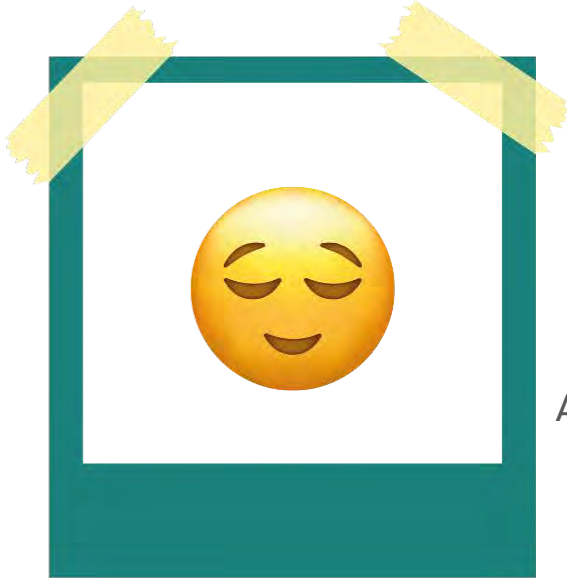
- What a-ha moments have you had?
- What has challenged you in the way you think and feel?
- What have you learned?

Action: Consider jotting down your thoughts



Worksheet > bit.ly/tc-BCPRA

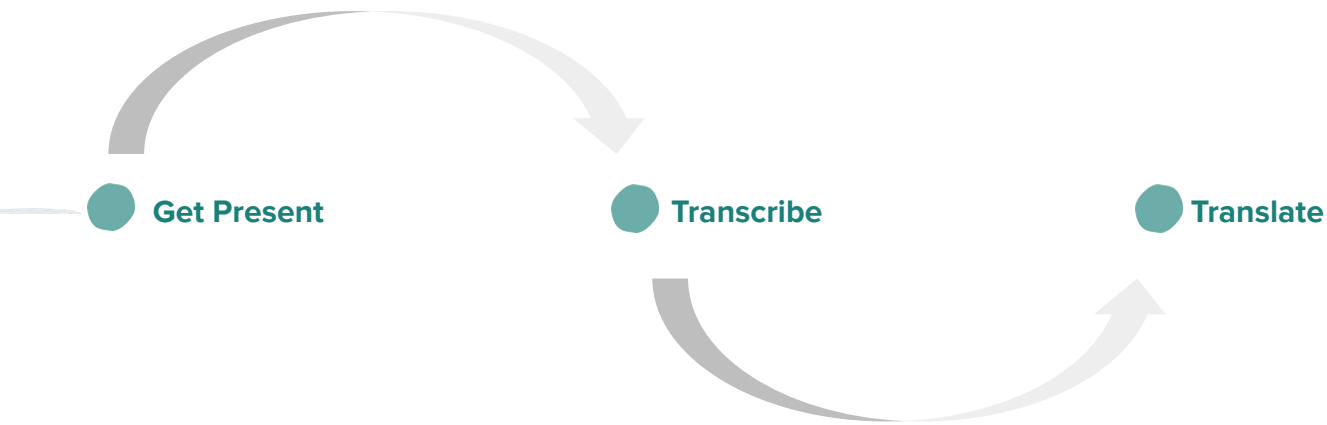
Check In On Presence



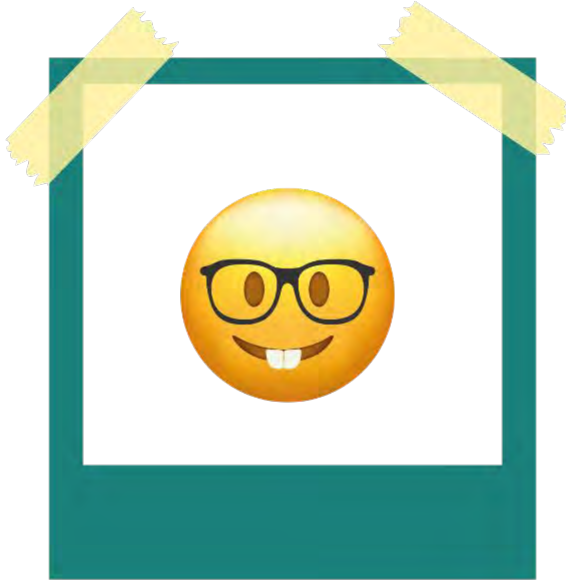
- What does your breath feel like?
- What do you notice about your body?
- What do you notice about your thoughts? Feelings?
- What will help you be present today?

Action: Consider jotting down your thoughts

Today's Plan: From Intention to Impact



Translate To Your Work Context

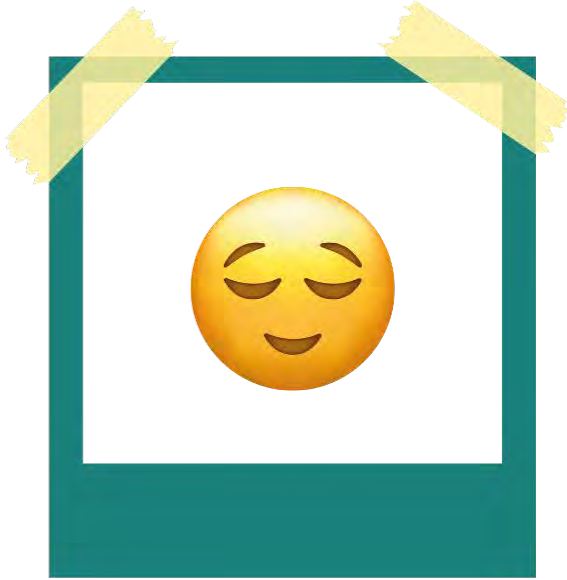


- What are the goals and priorities in my organization?
- What are my current goals and priorities in my organization?
- How do my a-ha's, takeaways and learnings from this Symposium align? Misalign?
- What would have the most impact given my organization's goals and priorities?
- (If unclear) who and what do I need to ask?



Consider jotting down your thoughts

Check In On Presence



- What does your breath feel like?
- What do you notice about your body?
- What do you notice about your thoughts? Feelings?
- What will help you be present today?

Consider jotting down your thoughts

Today's Plan: From Intention to Impact



The Truth About Changing



Client: [Articulates a goal]

Coach: How will you implement your goal?

Client: I will just set reminders and do this every day, every week, every month etc.

- Or: I just need to wait for this thing to finish/happen, and then I'll have time.
- Or: When I face this situation, I'll do what we talked about.
- Or: I don't think I need anything, I'll just do it.

Coach: And what, if anything, might get in your way?

Client: Oh the usual, time, busyiness, other priorities

- Or: I can just do it.

[Sometime later...]

Coach: How is your goal going?

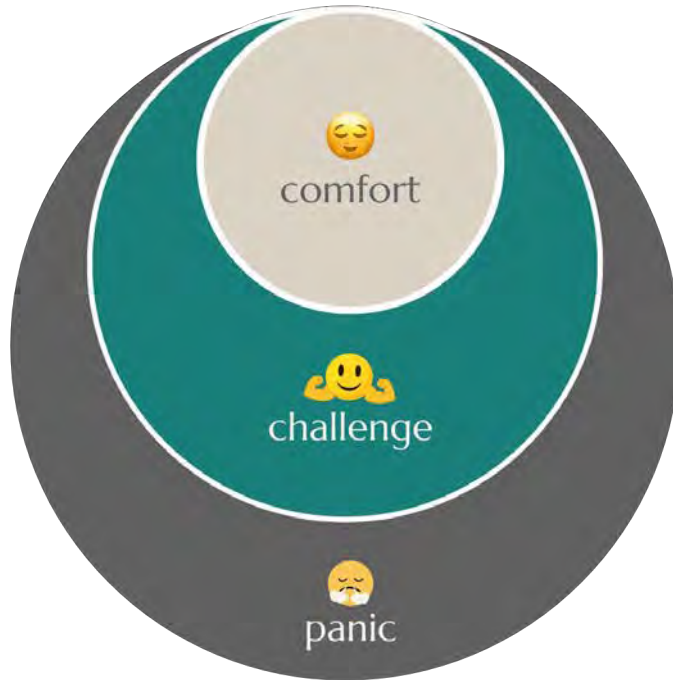
Client: I forgot in the moment

- Or: I didn't get to it
- Or: I feel like I failed because I didn't do it exactly like we talked about

We Need A Reframe



A Learning Model



Comfort Zone

Safe place to reflect
Confident in abilities
Low dysregulation

Challenge Zone

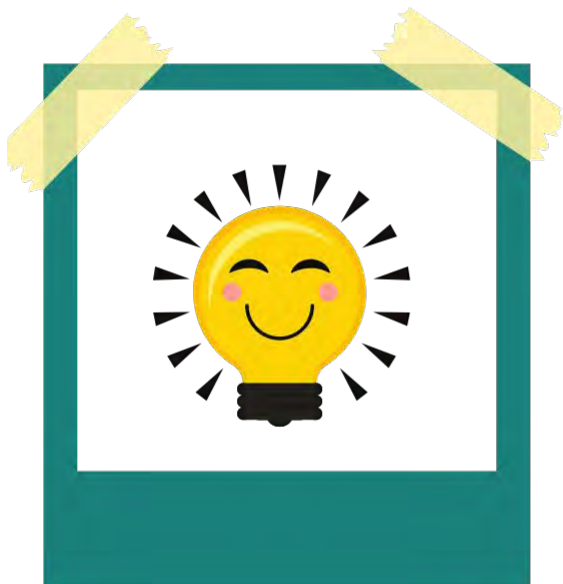
Learning new abilities
Growing in confidence
Mild/medium dysregulation

Panic Zone

New learning and growth is beyond abilities
Confidence is not accessible
High dysregulation

Developed by psychologist Lev Vygotsky

Transformational Impact



- What are actionable, attainable goals?
- What goals need to be broken down to smaller goals?
- How will I measure success at each step?



Consider jotting down your thoughts

Addressing the Panic Zone



- What (if anything) makes you feel unmotivated?
- What (if anything) makes you feel uncomfortable, unconfident, or afraid?
- What (if anything) makes you feel overwhelmed or stressed?



Consider jotting down your thoughts

Addressing the Panic Zone: Antidotes



- What (if anything) makes you feel unmotivated?
Check in: are these goals aligned with your personal values and purpose?
- What (if anything) makes you feel uncomfortable, unconfident, or afraid?
Check in: what support, validation and/or collaboration could help?
- What (if anything) makes you feel overwhelmed or stressed?
Check in: what prioritizing, timeline adjustments and/or support might you need?

Transformation



- What needs to be adjusted to move into the challenge zone?



Consider jotting down your thoughts

Questions and Commitments



**Want to celebrate your commitment,
Transformation or ask a troubleshooting
question?**

Get in touch:

crystal@talentcollective.co

Linkedin: /the-talent-collective

Instagram: @talentcollective