

## FACULTY

### Nancy Aronson, Ph.D

Nancy has been bringing practical, collaborative methods to organizations and communities facing complex issues since 1980. She has extensive experience designing and facilitating large-scale change efforts that include the use of large group methods. She has relished the opportunity to work with outstanding leaders and colleagues during her career. She is a founder and partner of Arsht/Aronson and holds degrees in group dynamics and applied learning theory.



### Gilbert Steil, Jr.

Gil Steil has made large group interventions the heart of his consulting practice since 1990. He has a passion for designing task focused working meetings that elicit a spirit of collaboration in everyone. Prior to starting his consulting practice, he led complex organizations for 25 years. Gil holds degrees in mathematics and organization development.



## INFORMATION

### Email or Call Gil or Nancy

inquiry@gilsteil.com  
(610) 296-7533 (Nancy)  
(617) 252-4444 (Gil)

## SELECTED CLIENT LIST

Organizations and communities who have benefited from our large group meeting design and facilitation include:

3M  
Advanced Micro Devices  
Boston University Dental School  
Centers for Disease Control  
Citibank  
City of OIathe  
Downingtown Area School District  
Fannie Mae  
Glaxo SmithKline  
Hallmark Hospital  
Inova Health System  
Kansas State Department of Education  
The Kellogg Foundation  
Maine Coalition for Excellence in Education  
MMI Companies, Inc.  
Montco Technical Career Center  
Naperville School District  
Organon Pharmaceuticals  
President's Summit on Volunteerism  
UNDP (United Nations Development Program)  
Africa Division, UNFPA (United Nations Population Fund)  
UNICEF Bangladesh  
University of Missouri  
University of Southern California

Gil Steil Associates and  
Arsht/Aronson Consulting  
Present

## The Collaboration IMPERATIVE

LARGE GROUP DESIGN SKILLS  
FOR LEADERS & CONSULTANTS

Are you interested in expanding the capacity of your organization or community to engage in strategic conversations - conversations that uncover the desired future and spark coherent actions?

Are you interested in refining your skills for creating the conditions that evoke the collaborative spirit in people?

*When the moment comes  
when collaboration is not an option,  
it's an imperative,  
will you be ready?*

*Join our seminar and learn how you  
can meet the challenge and make the  
most of high engagement strategies.*



# THE OPPORTUNITY

Large group methods, virtually unknown twenty years ago, are being used world wide to address complex organizational and community issues. These large group working sessions are task focused and results oriented.

Leaders find them to be an invaluable method for strategic planning, for organization design, for working specific strategic issues, for process re-design and for complex projects that cross the boundaries of functions, departments and organizations. They build the indispensable relationships needed for coherence and alignment within the organization or community.

Our goal is to share the magic of whole system work with you. We will provide you with the tools to design your own large group meetings whether they involve 30 people or several thousand.

*"It is very rare to attend a workshop that changes the foundation of your core beliefs. This one did exactly that."*

*Dr. Lisa Lucas, Program Director  
West Chester School District*

*"The efficiency and practical impact of Large Group Meetings is a force to be reckoned with. The quality and pragmatism of the material presented was superb, and Gil and Nancy modeled the principles in everything they did."*

*Kathleen McInerney Kane, Managing Partner, KMK Partners*

# HOW YOU WILL BENEFIT

- Discover the System Coherence Framework as a platform for large group designs.
- Learn how to listen for systemic issues.
- Determine when, why and how to apply large group methods to capture the expertise that is distributed throughout the system - your organization or community.
- Deepen your foundation of large group design principles.
- Apply these principles to a design uniquely tailored to your own situation - a real case.
- Expand your design skills repertoire by drawing on the key features of seminal large group methodologies.
- Gain new understandings of large group dynamics and their implications for aligning people with the larger picture and accelerating change.

*"Based on the fundamental principles, wealth of experience of the facilitators and the excellent materials, I feel I am definitely a better designer."*

*Sharon Brownfield, Executive Director Training & Development American Red Cross*

*"A master class in the design of large group meetings."  
Rick Lent, Consultant*

# WHO SHOULD ATTEND

The seminar is designed for leaders, managers, internal and external consultants and others who are responsible for leading initiatives across organizational boundaries.

# SEMINAR FEES

The seminar fee of \$1490.00 includes continental breakfast and lunch each day, all seminar materials and a copy of either *The Handbook of Large Group Methods*, by Billie Alban and Barbara Bunker or *The Change Handbook*, edited by Peggy Holman, Tom Devane and Steve Cady. The seminar fee is payable upon registration.

# CONTACT INFORMATION

**Gil Steil or Nancy Aronson**

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617-262-4444 (Gil)

