



Catalyzing Collective Leadership in the Philanthropic sector

Enabling Transformative Collaboration in Canada

THE ORGANIKS
ORGANIZATIONAL
DEVELOPMENT
AND CHANGE
MANAGEMENT



**Collective
Leadership
Institute**

The need

17 PARTNERSHIPS
FOR THE GOALS



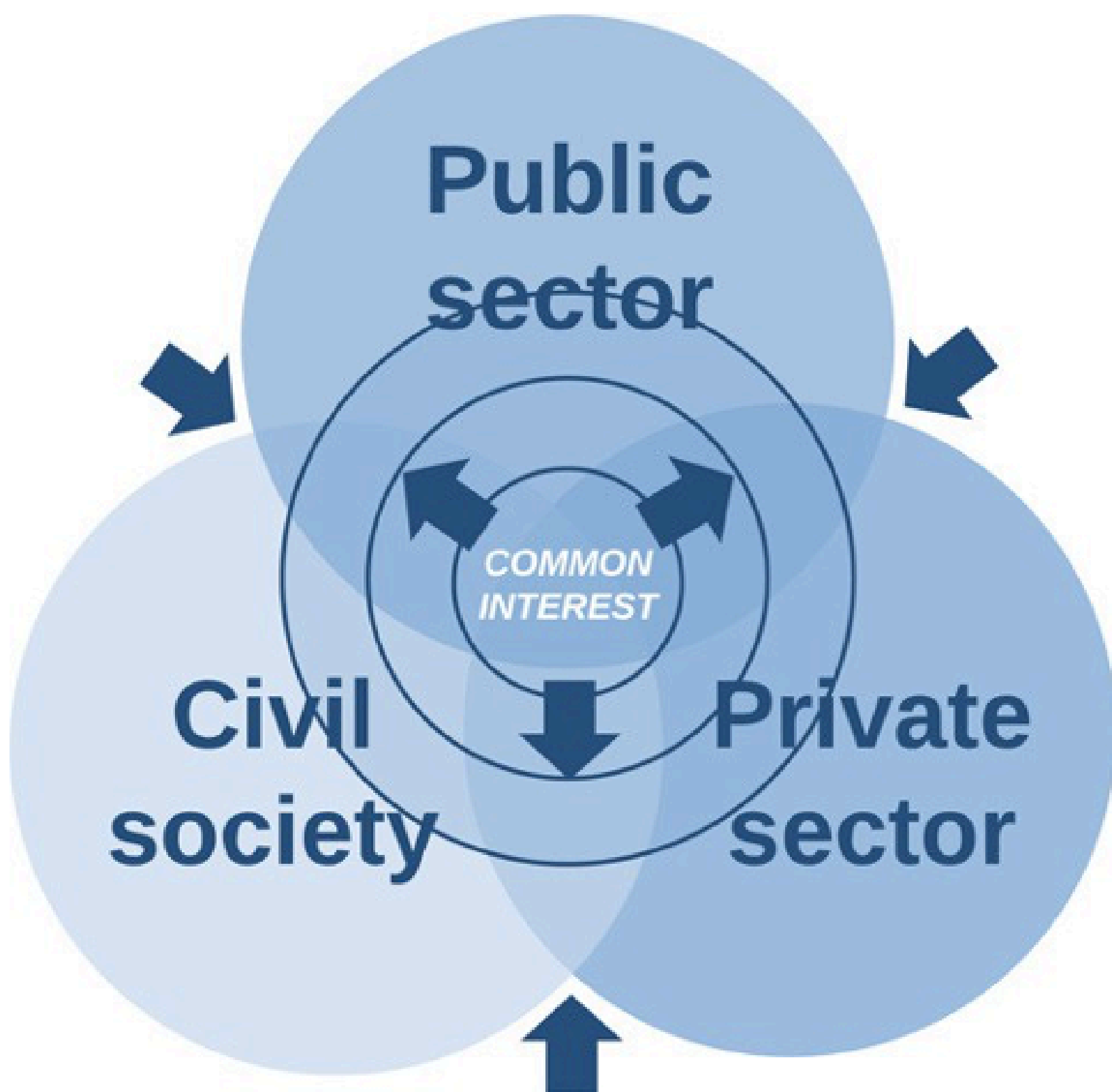
Collaboration often happens around **rational** issues, but becomes transformative when the **human elements** of change - such as trust, care, and mutual support - are centered. Effective methodologies must help actors work with mind and heart: facts and plans and the relational dynamics that shape change.

The rush to “deliver impact” often leaves too little time for process co-design and joint reflection. Yet, transformative change depends on knowing when to act and when to pause, learn, and realign. Good methodologies create this balance and protect the cohesion and effectiveness of the ecosystem.

Today’s socio-ecological challenges are complex, and so the methods we use must be sophisticated enough to help actors understand systems—while remaining practical, useful, and action-oriented.

Multi-stakeholder collaboration as shared interest

In planning a complex initiative, project, or program by using a multi-stakeholder collaboration approach, it is important to understand the differences between stakeholders, to respect their shared and individual interests, and to become aware of the dynamic that may exist between them to align around shared goals.



The Challenge

Across Canada, philanthropic foundations and collective impact initiatives are rethinking how to work together to address complex, interdependent challenges — from climate resilience to social equity and reconciliation. Yet, as research highlights, most foundations and membership organizations remain structured for program delivery rather than systemic collaboration. They struggle with:

Institutional barriers to long-term, cross-sectoral partnerships

Power imbalances that limit co-creation with communities

Insufficient internal capabilities for systems thinking, facilitation, and adaptive learning.

At the same time, emerging philanthropic collaboratives — pooled funds, ecosystem initiatives, and federations — are experimenting with new ways to share power, align learning, and steward change collectively.

The moment is ripe for a practical, capacity-building offer that helps Canadian philanthropy move from intention to practice in collaborative transformation.

How We Address It

By strengthening the capacity of **Canadian philanthropic actors** to lead transformative change collectively, building the skills, systems, and mindsets needed for high-quality collaboration and systemic impact.

We do this, through a modular learning and facilitation journey including the **Collective Leadership Compass** and the **Dialogic Change Model** — proven frameworks for multi-stakeholder collaboration and systems transformation.



Methodologies

The approach is participatory, iterative, and grounded in living systems thinking — enabling philanthropic organizations to shift from transactional funding to transformational stewardship.



The **Collective Leadership Compass** to navigate system vitality and partnership quality.

The **Dialogic Change Model** to design process architectures across four collaboration phases.

Transformation Literacy as a long-term practice for regenerative systems leadership.

A **community of practice** to exchange best practices, to share tools and crossover different sectors.

Leadership Compass Dimensions

Future possibilities

A collective purpose empowers diverse change agents and gets actors into the collaborative field.

Engagement

A sense of belonging to a collaborative change endeavor is crucially important, even if the rules of who is in and who is out can evolve overtime.

Innovation

Thriving systems constantly seek new possibilities to evolve and excel. Multi-stakeholder dialogue spaces foster such creativity.

Humanity

By centering human dignity, collaboration ecosystems mature, become more resilient and stakeholders become able to lead transformative change collectively.

Collective intelligence

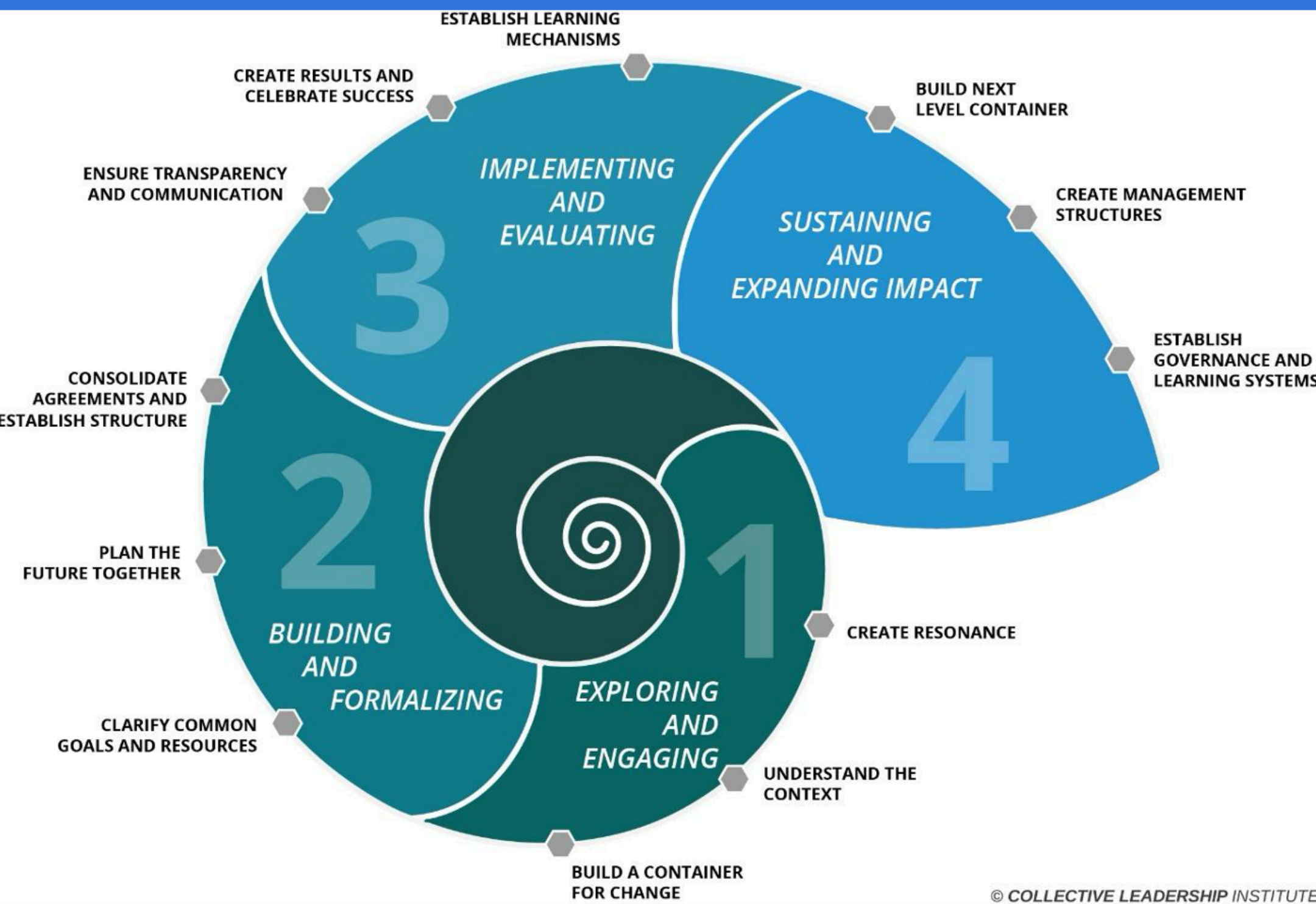
Everything in the world is connected and in constant communication. Multi-stakeholder collaborations design this interconnectedness consciously in networks of diverse stakeholders across institutions.

Wholeness

Living systems can only thrive as part of or in mutual support with other systems. There is no contradiction between parts and wholes. Contribution and mutual support is enhanced when actors connect with the bigger picture.



A proven framework for multi-stakeholder collaboration and systems transformation.



Dialogic Change Model

Phase 1:
**Exploring and
engaging**

Phase 2:
**Building and
formalizing**

Phase 3:
**Implementing
and evaluating**

Phase 4:
**Sustaining and
expanding
Impact**

Who We Serve

Private or public Foundations seeking to deepen systems-level impact, co-fund with others, and engage grantees as co-creators.

Membership or Intermediary Organizations
Federations, associations, and umbrella organizations that fund, coordinate, and build the capacity of their member networks.

Collaborative and Collective Impact Initiatives
Pooled funds, place-based collaboratives, or thematic alliances that convene multi-stakeholder ecosystems around shared goals.



Meet Our Experts



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For an exploratory call

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