

VISION

management services

A Division of Armstrong & Armstrong Enterprises, Inc.



Ruth R. Armstrong, BA, MBA
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m i s s i o n

*To create healthy organizations and communities
through effective leadership.*

s e r v i c e s

VISION Management Services offers customized services to management, boards and community groups to achieve organizational and community health.

VISION Management Services:

- ***Governance & Board Development***
 - ➔ Clarifying the unique role of directors.
 - ➔ Building board capacity to govern effectively.
 - ➔ Emphasis on a hybrid policy governance model.

- ***Leadership & Management Development***
 - ➔ Executive coaching for chief executive officers.
 - ➔ Seminars, courses and workshops to develop leadership and management skills.

- ***Strategic Thinking, Planning & Change***
 - ➔ Facilitating strategic thinking in planning, problem-solving and decision-making.
 - ➔ Creating change-ability in organizations and communities.

- ***Negotiation, Mediation and Conflict Resolution***
 - ➔ A mutual gains approach to negotiation, collaboration and conflict resolution within and between organizations and community groups.
 - ➔ Facilitating partnerships and strategic alliances.
 - ➔ Consultation, facilitation and mediation.

- ***Facilitation***
 - ➔ Creating opportunities for management teams, boards of directors and community groups to engage in creative problem-solving, team building and innovative thinking.

VISION Management Services has extensive networks within a variety of sectors such as health, social services, education and government. Each assignment is undertaken with the most appropriate consultant or team of associates to achieve quality results.

FutureShift Group Inc. is an associate organization specializing in *Resolving Workplace Conflict*. Contact VISION Management Services for more information or e-mail futureshift@vision-management.ca.

profile

RUTH R. ARMSTRONG, MBA

President, VISION Management Services

education

BA (Psychology) McGill University
MBA University of Toronto

management consulting practice

Ruth R. Armstrong, MBA is President of VISION Management Services, a management consulting practice committed to building healthy organizations. Ruth is a dynamic presenter and facilitator who has provided leadership development and consultation to more than 200 public, private and nonprofit organizations in Canada and the United States. Ruth specializes in the areas of strategic planning, conflict resolution, organizational change and governance.

Ruth teaches governance in the MBA program at York University's Schulich School of Business. She also conducts workshops on a variety of topics in management and governance to executive directors, senior managers and board members. Ruth's facilitation skills, in combination with her knowledge of a variety of sectors, create a stimulating environment for learning. Her workshops, sessions and courses have proven to be effective tools for developing professional skills, addressing organizational needs and facilitating group problem-solving.

Ruth has published a number of articles on, and is a recognized leader in, governance.

professional background

RUTH R. ARMSTRONG, BA, MBA

VISION Management Services – founded in 1986

President: Management consulting with specialties in strategic planning, governance, conflict resolution and organizational change focused on the nonprofit and public sectors

York University—Schulich School of Business, Nonprofit Management and Leadership Program

Seminar Leader: Strategic Management, Governance and Strategic Alliances

Instructor: MBA Course

FutureShift Group Inc. – founded in 1992

Co-founder &

Executive Officer: Resolving workplace conflict and investigating workplace harassment and misconduct

publications

Nonprofit Governance: The Next Generation—evolution of structure and function

Federated Press—November 1998.

Does the Carver Policy Governance Model Really Work?

Front & Centre, Canadian Centre for Philanthropy—May 1998.

Association Governance: A Study in Paradoxes

Association Vol.15 No.4—June-July 1998.

Remembering the Future: Creating Change-ability at Linda Lundström Ltd.

co-author: Brenda Zimmerman—York University, Toronto—1994.

A Rose By Any Other Name: Using Board Development to Achieve Board Reform

The Philanthropist—Vol XI #1—Spring, 1992.

Making a Difference: A Guide to Effective VON Board Membership

co-author: Jacquelyn Scott—Toronto, 1991.

Listed in: Who's Who: Canadian Business, Canadian Women.

voluntary activities

Served as President of:

Ontario Prevention Clearinghouse
Macaulay Child Development Centre
Project Management Association

Served on the Board of:

Training Renewal Foundation
Canadian Public Health Association
Toronto Dance Theatre
Canadian Red Cross
Youth Services Network