



A Catalyst for
Organizational
Change

Strategy
Development

Consensus
Building

Governance &
Organization

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Effective strategic management depends on solid consensus among members of the leadership team to make sure they're all pulling in the same direction.

Alan Pearson Associates has developed unique expertise in dealing with decision-makers in all kinds of organizations—corporate executives, elected officials, appointed officials, volunteer and professional board-members, senior and middle managers, professionals, academics, and volunteers. Our methodology takes full account of the particular characteristics of each kind of role; it blends individual agendas into a common cause.

We work side by side with our clients, exploring in detail the challenges they face, analyzing the stakeholders and articulating a clear vision of success. We locate the pressure points that offer our clients the leverage to make real, substantive change. And we work with them to develop strategies to implement the changes that will realize their vision.

Alan Pearson Associates provides expert organizational analysis and design, combining the governance model of John Carver, the workforce-management system of Elliott Jaques, and the managerial cybernetics of Stafford Beer.

Our consensus-building methodology brings the key leaders in the client organization together in one- or two-day workshops to develop and map the common ground that is the source of their collective power. In these workshops, we successfully facilitate groups of five or six people up to sixty or more face to face—not in breakout sessions but in full plenary, so that everyone has the same opportunity to participate in crafting the final deal. The result is genuine commitment to substantive action—not just fine-sounding words.

For more than three decades Alan Pearson has built a career that spans the private, public and not-for-profit sectors in North America, Europe and the Far East.

In the *Privy Council Office/Federal-Provincial Relations Office* in Ottawa during the 1970s, he headed interdepartmental strategic studies and developed negotiating strategies for the Prime Minister of Canada. During the same period, he also advised on the organizational structure of federal government agencies.

Alan Pearson's pioneering work in consensus-building and conflict resolution began in the mid-1960s. His rigorous professional experience was founded on graduate work in economics, mathematics, and business administration, as well as a five-year term with *The Economist Intelligence Unit* of London, England. His publications include: **The Western Constitutional Forum Constitutional Workbook: a guide to laws, institutions, powers and finances** (1984); "Pay Equity' through 'Equitable Payment'" in Stephen Cang, ed., **Festschrift for Elliott Jaques** (1992); and "You Drive for Show but You Putt for Dough: a facilitator's perspective on Beyond Dispute" in Stafford Beer, **Beyond Dispute** (1994).

He is a director of the *Couchiching Institute on Public Affairs*, and served as its president in the 1980s. He was president of the Toronto chapter of *The Strategic Leadership Forum* in the mid-1980s. More recently, from 2001 to 2003 he served as president of the *International Children's Institute*, a Canadian NGO working to help war-affected children to develop coping skills to recover from their painful experiences.