

STEPHANIE RYAN
Demeter Matrix Alliance

Stephanie Ryan's career in organizational learning and development began in 1986 when she joined the management-consulting firm, Innovation Associates (IA). During her six years at IA, she designed and delivered leadership development programs on the disciplines of organizational learning, as discussed in *The Fifth Discipline: "The Art and Practice of Learning Organizations"* by co-founder of IA, and Executive Director of MIT Learning Center, Peter Senge. Her focus became the collective disciplines of team learning and systems thinking. Her client base was the Fortune 500, which included AT&T, Coca-Cola and Digital Equipment Corporation.

In early 90's, Stephanie's exposure to Scott Peck's community building work inspired her to explore the synergy between his model and organizational learning. This curiosity naturally shifted her client focus to organizations who's purpose in part imbedded them in community life, namely education and healthcare organizations. By 1992 Stephanie became an independent consultant, supporting her clients in developing their capacity to sense, think and act from a systems perspective. She has published two articles in anthologies entitled: *Learning Organizations: "Developing Cultures for Tomorrow's Workplace"* and *Community Building in Organizations: "Renewing Spirit in the Workplace"*. Her articles focus on the topics of learning beyond the expert model and creating learning communities. She believes learning is a natural outcome of cultivating curiosity and the willingness to experiment within an organization's culture.

Her own desire for renewal and experimentation led her to take a year long sabbatical on Kauai in 1995 to reflect on the central question of how much is enough. During that year she was greatly influenced by Theologian, Thomas Berry's words "We are between stories. The old story, the account of how the world came to be and how we fit into it, is no longer effective. Yet we have not learned the new story."

The following decade marked a passion for working with not for profit organizations engaged in creating a "new story" and foundations funding the leadership for the "new story". Stephanie joined the boards of Whidbey Institute and The Institute for Children's Environmental Health. Her Foundation work included consulting on design and facilitation of fellows leadership development programs with Annie E. Casey Foundation, Casey Family Foundation, Helen Fuld Health Trust Fellows Program and Robert Wood Johnson's Urban Health Initiative. Stephanie also ventured into the media world, as a Co-Executive Producer of a documentary on dialogue within women's circles, entitled *BeComing: Women's Circles, Women's Lives*, which was funded in part by the Fetzer Institute and The Institute for Noetic Sciences. As a social entrepreneur, she is part of a start-up team launching Offerings Publications, Inc. a media based consulting and membership organization that enhances women's networks in business.

Stephanie prefers to work in partnership, collaborating with other consultants and her clients to offer a diverse range of learning styles and approaches. She graduated from Trinity College Hartford, CT with a BA in Economics and International Relations, including a semester at London School of Economics in their Strategic Studies program. She lives in the Cascadia Bioregion, on Whidbey Island with her husband and son.