

The background of the entire image is a dense, overlapping cluster of light blue spheres of various sizes. The spheres are semi-transparent, allowing some to appear behind others, creating a sense of depth. They are distributed across the entire frame, with a higher concentration on the right side.

PRAISE, RECOMMENDATIONS, FEEDBACK

Compiled February 2023

The background of the image is a dense cluster of light blue, semi-transparent spheres of various sizes. The spheres are arranged in a way that creates a sense of depth and movement, with some appearing closer and larger, and others further away and smaller. The overall color palette is a soft, monochromatic blue.

ART OF INNOVATION WORKSHOP

Feedback (July 2017)

WORKSHOP PARTICIPANT

(INTERVIEWED AFTER THE WORKSHOP FOR AN UNPUBLISHED BOOK)

"This was one of the funniest workshops that I have ever attended...what I can say though, is two things...

"I had...I am a very curious person, so even prior to the workshop I had [wondered] who is that Stephanie Barnes? I had found her website and looked at some of her art because I wanted to know who is that person, right? I certainly intensified that quite a bit after the event, because I thought this [person] really [is] very interesting, but what else does she do? I need to look at some of her paintings more closely.

"The second thing that happened was that I was really very, very impressed with the way that Stephanie conducted this workshop and how she actually managed, it was magical, but anyway, she managed to make us as in also me, actually paint, I have it sitting at home, to paint something. Me, would normally say, 'aaahhhh' before I do something silly or stupid or you know...but without having to feel funny about it, just let it evolve, just let it naturally happen, or whatever. I don't really know how all that worked and came into being, but it was certainly her way. And it was secondly, that the workshop was prepared really well, we had all these facilities that you could think of to become creative, all sorts of crayons, acryl, colours, and all sorts of tools that you could think of and we were treated as (and this is also something I appreciated very much) we were treated like artists ourselves. Like, you know, just get on with it, just do it. And never-the-less, we were always invited to ask for help, or tips, advice...so that was the workshop."

The background of the slide is a dense, abstract arrangement of numerous light blue spheres of varying sizes. The spheres are semi-transparent, allowing some to appear behind others, creating a sense of depth. They are scattered across the entire frame, with a higher concentration on the right side.

CKS: CREATIVE KM

Feedback

OCTOBER 2021

- Stephanie was a good instructor. She is friendly and engaging everyone in the class.
- Stephanie was engaging and knowledgeable. And she is really passionate about sharing her expertise. Very approachable, patient and she was sure to check in with learners to ensure we were good.
- Stephanie was an excellent instructor. She kept the class entertaining and engaging.
- Stephanie is knowledgeable, approachable, and flexible, tailoring the course and conversation to the students' interests and questions. I think she was very well prepared, had excellent hands-on activities (I loved the layered painting, the group work case study project, and the homework between courses!), and gave practical application for us to take back to our workplaces.

MARCH 2022

- Very knowledgeable and talented.
 - She was great, creative, open, listened attentively, was authentic, fun and allowed for ideas and conversation to flow. It felt like a safe space.
 - Stephanie is a very good instructor. She made good effort to solicit participation, willing to admit if she didn't know answers, and introduced a lot of resources that we can tap into outside of the class.
 - Flexible!
- Stephanie was great. She clearly knows her stuff. I would have liked to hear more of her experience of using this with KM practice in her own consulting work.
 - She was great! Very engaging and really made you think about how you can move out of the box and implement radical KM realistically.
 - Stephanie was kind, thoughtful and clearly knowledgeable in KM. I enjoyed her perspective on Radical KM.

OCTOBER 2022

- The instructor was very experienced and well prepared. I would like to learn more from this instructor.
- Stephanie is an exceptional teacher. Her passion for both KM and art come through easily.
- She is engaging and thoughtful. Her course is well structured.
- She signposts the classes well, and engages learners in excellent discussions.
- I liked her way of presenting, teaching, knowledge sharing.
- Instructor has got very good grip on leveraging creativity
- Very friendly and knowledgeable.
- Stephanie did a great job, was very passionate about the topic.
- Stephanie is definitely the right person for this



ROCHE KEYNOTE

Feedback (Nov 2022)

Finally, one of my favorite sessions, [The People Side of Knowledge Management](#), was presented by Stephanie Barnes, a Berlin based consultant with Entelechy. She talked about creativity and KM. Creativity is a critical piece of KM. Creativity helps us come up with new and innovative ways to solve problems. By engaging in a creative pursuit, we can also give our brains a rest. Resting allows our brains to work subconsciously or to rest from the current work problem so we can come back later with new ideas. Stephanie showed us small ways to practice creativity. Having activities that didn't require active listening gave my brain a chance to rest so I could take in more information later. These activities can be done in a few minutes at work, too. Her session is definitely worth reviewing.

KNOWvember: Stephanie Barnes Session -> A+++

All of the sessions were really interesting and I was so impressed with the excellent presenting skills.

I ADORED Stephanie Barnes' session on creativity. We have to employ creative thinking on the people piece of the KM process, because people learn differently, and take in information in different ways. I was reminded of how creativity can benefit our work in KM, but that it is a skill we need to cultivate. For that reason, I really liked the activities. I think taking a moment to think (visualization) made me more centered and open to the session. Also, the activity to doodle was great. 5 minutes seemed like a long time, but it really wasn't.

I think that creativity is an aspect of KM that we don't value enough in KM. We need to think creatively to solve KM problems yet many of us think we are not creative. Creativity takes practice and really benefits our work. I would love to see her present again and would attend a longer workshop.



VETERANS' AFFAIRS
LUNCH & LEARN

Feedback (January 2023)

OVER-ALL

- Your presentation on Radical Knowledge Management: Evolving Knowledge for a Changing World was very well received by all in attendance.
- We have received lots of positive feedback from attendees who completed the KM Lunch & Learn post session questionnaire.
- Out of those who completed the post session questionnaire 100% indicated the session improved their understanding on how to combine art, artistic attitude, and creative practice in knowledge management to produce sustainability in a constantly changing world.
- Each participant rated the content of the presentation extremely high and said they would recommend this session to fellow employees.
- Everyone indicated they would attend future Lunch and Learn sessions.

This was one of our best events to date!

ATTENDEE COMMENTS

Attendees were particularly excited about the presentation and commented:

"Excellent speaker,"

"Excellent topic,"

"Knowledgeable and engaging presenter,"

"This was awesome. Creative and applicable to team engagement,"

"Very informative,"

"Good session - very good 'Ice Breaker' suggestions,"

"Creative. Great exercises for Team engagement,"

"Great topic and presenter,"

"I liked the idea of stepping back and taking a minute... we aren't robots and it's okay not to be serious all the time,"

"Very different and relaxing, great presentation,"

"While my drawing was not very good, it was a fun exercise,"

"This was very pleasant and informative. I like that all the presenters were calm. It was so wonderful to have a meeting well prepared, on point, and mature,"

"I like the idea of ensuring you simply take a minute,"

"I loved the creative human approach," and

"Well done, as always!"

The background of the slide is a dense, overlapping cluster of light blue spheres of various sizes, creating a textured, bubbly effect. The spheres are semi-transparent, allowing some to appear behind others.

OTHER MISCELLANEOUS FEEDBACK

LinkedIn



Alan Nance · 1st

Digital Transformation leader in large enterprise. Leading The Art and Science of Experience. The #DEXprophet HDI Top 25 Thought Leader, Ambassador DevOps Institute, certified XLA Master Trainer. Digital Anthropologist.

July 30, 2006, Alan was senior to Stephanie but didn't manage Stephanie directly

All LinkedIn members

On

It is a pleasure to have seen Stephanie grow from a competent ITSM consultant to a recognized leader in the Knowledge Management community. She was one of the first to recognize the importance of KM for good operations management and successful consulting within HP. She developed many of the techniques and structures necessary to forge this considerable and successful practice within the company.



Michelle Nowakowski · 1st

Business Project Manager at KAZ Group

August 14, 2004, Michelle reported directly to Stephanie

All LinkedIn members

On

Stephanie was both mentor & colleague to whom I owe a great deal of learning while working in the KM team. Her passion for KM was an inspiration to me. As mgr she was tough yet fair; qualities that I believe orgs must have in their employees to be successful. I endorse her in any org that is willing to look to the future & the people & the knowledge they have in their org - & do something with it!



Nicolas Bouillon · 1st

Director of Operations, Dynamic Flows Software

July 28, 2004, Stephanie was Nicolas' client

All LinkedIn members

On

I had the opportunity to have Stephanie as internal customer for several projects and enjoyed very much working with her.

Her professionalism, dedication and drive were an asset to my projects and taught me a lot of project management in an international environment.

PEOPLE I WORKED WITH AT
HP



Mark Medland · 1st

Learning evangelist devoted to building a solid learning culture one personal interaction at a time.

November 30, 2009, Mark was Stephanie's client

All LinkedIn members

On

I worked with Stephanie more than three years ago on a knowledge assessment and analysis project at CIBC. During the three months that we worked together I found Stephanie to be honest, resourceful and personable. One of the things I admired most about Stephanie was that she was able to immerse herself and understand the culture and the organization almost immediately and turn around an assessment and solution that were realistic and actionable. I've since stayed in touch with Stephanie and often ask for her guidance and knowledge on all things knowledge management. I would gladly work with her again on future initiatives and would recommend her to anyone who would benefit from the services she provides.



Grace Judson · 1st

Helping midsize companies create good leaders (instead of saving bad leaders) | leadership development | leadership geek!

March 30, 2006, Grace worked with Stephanie but they were at different companies

All LinkedIn members

On

I had the privilege of working with Stephanie on a knowledge management project where we were both consultants to the same client. Her work developing metrics and measurement tools for Communities of Practice and other knowledge management programs - difficult areas to measure accurately and meaningfully! - was excellent. I was sorry when the project ended!



Martin Cleaver · 1st

Founder, Blended Perspectives

November 22, 2009, Martin worked with Stephanie but they were at different companies

All LinkedIn members

On

Without my co-founders, Knowledge Workers Toronto would not exist. Stephanie fulfills many vital roles in Knowledge Workers: from networking and selecting candidate speakers, running treasury, and making logistics function smoothly. These are quite an undertaking and Stephanie, (together with our other co-founder, Connie Crosby), make our plans coherent, our team effective, and the running of our events a pleasure.



Rivadavia C. Drummond A. Neto, PhD · 1st

International Keynote Speaker, Professor of Management in the W P Carey School of Business , Independent Board Member, Entrepreneur, Innovation & Knowledge Management Expert

February 7, 2010, Rivadavia C. worked with Stephanie but they were at different companies

All LinkedIn members

On

Stephanie is a fine example of a genuine entrepreneur. We met during a lecture of mine at the University of Toronto and she invited me to speak at a business group she managed called "Toronto Knowledge Workers". She's got a great network and is really knowledgeable in the subject of organizational knowledge and KM.

FIRST YEARS OF SELF-EMPLOYMENT



Ninez Piezas-Jerbi · 1st

Chartered Knowledge Manager, Executive Coach, Kundalini Yoga Instructor

April 28, 2021, Ninez was Stephanie's client

👁 All LinkedIn members

On ☒

Stephanie delivered a webinar for me and my colleagues that showed how to incorporate creative practices in our work. Was a great opportunity to experience a more refreshing, productive and fun way to work! Thanks, Stephanie!



Marie Langhans · 1st

Knowledge Manager International bei Audible GmbH

February 1, 2023, Marie was Stephanie's client

👁 All LinkedIn members

On ☒

Stephanie is a very experienced Knowledge Management professional and creativity practitioner who merges business and art in a unique way. I can recommend working with her especially if you are looking for fresh perspectives.



Dr. Uta Renken · 1st

Transforming knowledge work

April 30, 2021, Dr. Uta was Stephanie's client

👁 All LinkedIn members

On ☒

I enjoyed working with Stephanie on two topics. On one occasion, we were trying to find an alternative approach to harmonizing the workflow of information distribution. On a different occasion, we used her inspiration to spark further creativity and innovative solution approaches. She helped us to look at our problems from different angle using creativity approaches to find new answers and activate different ways of thinking. Thus, we were able to make the next steps in our solution journeys. She is a very professional consultant, able to design solution approaches in line with customers' needs and an experienced facilitator.

SINCE MOVING TO BERLIN
(2015)



Roxana Bahrami · 1st

Business Enablement Manager at Manulife

February 22, 2023, Roxana was Stephanie's client

I came to know Stephanie in 2012, when she provided an in-depth health check for our community of practices while I was working at Golder Associates. Her insights and guidance assisted us throughout our knowledge Management program in several occasions and resulted in establishing a strong foundation for KM activities in that engineering firm. I strongly recommend Stephanie for any consultation projects in the area of KM.

Aside from the KM activities, during the 2020 pandemic, Stephanie and I started working together in creation of an online course, called "A Creative Pause". Not only I enjoyed our collaboration in making the online course, the course provided practical mindfulness exercises that was needed during the heart of 2020 lockdown!

Stephanie is an innovative individual with strong knowledge and experience needed to increase collaboration, efficiency and vibrancy amongst teams!

PREVIOUS CLIENT AND COLLABORATOR



Chichi Nnoham-Onyejekwe · 1st

Program Management & Business Process Improvement Expert

April 5, 2023, Chichi was Stephanie's client

Early in 2013 when I was just getting started on my new role as the Knowledge Manager at the Foundation I was working with, Stephanie served as my mentor and guide. She supported the conduct of a robust KM that led to the evolution of a KM approach and strategy that set the Foundation on a solid path to effective knowledge management. She helped to design and deliver staff trainings that built the KM capacity of in-house staff as champions and facilitated the implementation of the first phases of our KM strategy.

Throughout the early stages, she connected us to KM networks that helped our new journey. The most significant thing about Stephanie's work with us was how she made us to see and apply KM from a broad institutional perspective rather just an aspect of knowledge communication. She made us to integrate KM into our HR, business processes, IT, project management and others. Over the years, I have followed Stephanie's continued generation of new knowledge insights about how to apply KM in numerous contexts and how to use KM to solve problems. When it comes to KM, I dare say she is surely a trailblazer.

PREVIOUS CLIENT (2013-2014)



ARTICLE ABOUT CREATIVE
(RADICAL) KM COURSE

Why we need more creativity at work!

By Leslie Santibanez

[https://www.linkedin.com/pulse/why-we-need-more-creativity-work-leslie-santibanez-
/?trackingId=GZyG9A5EOC%2FMnYgUDlud3w%3D%3D](https://www.linkedin.com/pulse/why-we-need-more-creativity-work-leslie-santibanez-/?trackingId=GZyG9A5EOC%2FMnYgUDlud3w%3D%3D)

ZALANDO

Awesome, thank you so much!
It was a great pleasure working with you, Stephanie.

This is not goodbye, but rather "see you soon"

Maik

Maik Reimers
Head of Workplace Productivity & Innovation (acting)
Zalando SE

OTHER MISC. FEEDBACK

Green Climate Fund KM Keynote:

Dear Stephanie,
I enjoyed your presentation this morning at the IFI KM workshop. It was a refreshing, new perspective!
Kind regards,

I cannot thank you enough for your insightful presentation. It was very inspiring! I will have to come back to your presentation to reflect on everything you shared.



Kathleen Susol (She/Her) • 2:28 PM

Hi Stephanie! I'm reading your post about KM org and feel like I'm at a Masters class! Thanks for posting this. I'm not posting / replying but I am consuming. I am at the point in my career where I need to transition from a one person KM team with a lot of KM champions to something more formal. Slightly terrified to step up and create a thing; more terrified someone else will come in and do it for me. :) Thanks so much for sharing your wisdom!

Radical KM with KMSA

Good day Stephanie. Your presentation for KMSA was such a refreshing new look on our discipline. I'd love to connect if you are willing
Regards, Ken Wiggins

COACHING FEEDBACK FROM SIMONA BRICKERS

I've learned that in every moment of personal growth that there will be challenges. One moment the path appears clear and the next confusion because the road no longer seems as direct, it was during such a time is when I met Stephanie and was introduced to her Radical Knowledge Management (KM) techniques.

Stephanie sent me a list of art supplies to get started with, she did this so that I could support local businesses, otherwise she would have sent a package of supplies. I started slowly to embark upon this new adventure because I was not an artist. I purchased the items I needed and applied her techniques with the most important being to give myself time to sit with the process.

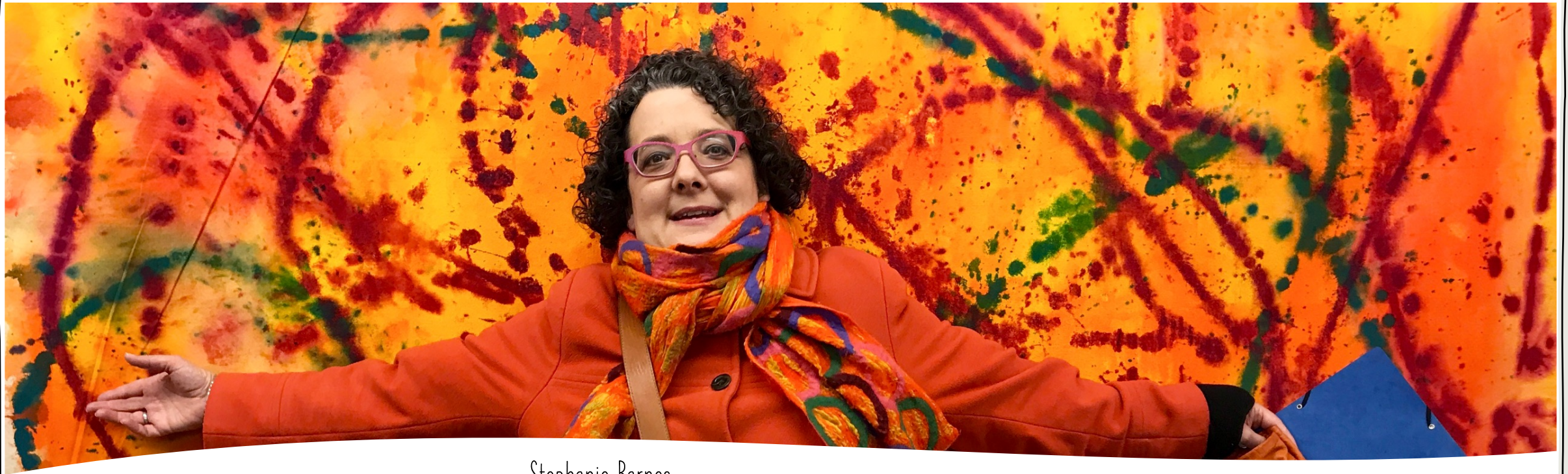
Slowly, I found myself drawn to the canvas adding color, changing direction, standing back taking in another layer. It felt like every color added changed me in some way. Every design that surfaced adjusted my vision of my direction and the dynamics of the painting.

Then one day I knew that the painting was complete, I had arrived at clarity and a direction. When the painting was finished, I was transformed. The transformation informed me that life is my canvas and I need to experiment with it to discover other ways of using color to discover something different that brings me **joy**.

After doing this work with Stephanie, I started two different businesses, both are growing in ways that continue to surprise me.

Thank you, Stephanie for the process of learning that that my creative talents reach far beyond anything I could have imagined.

(April 23, 2023)



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THANK YOU