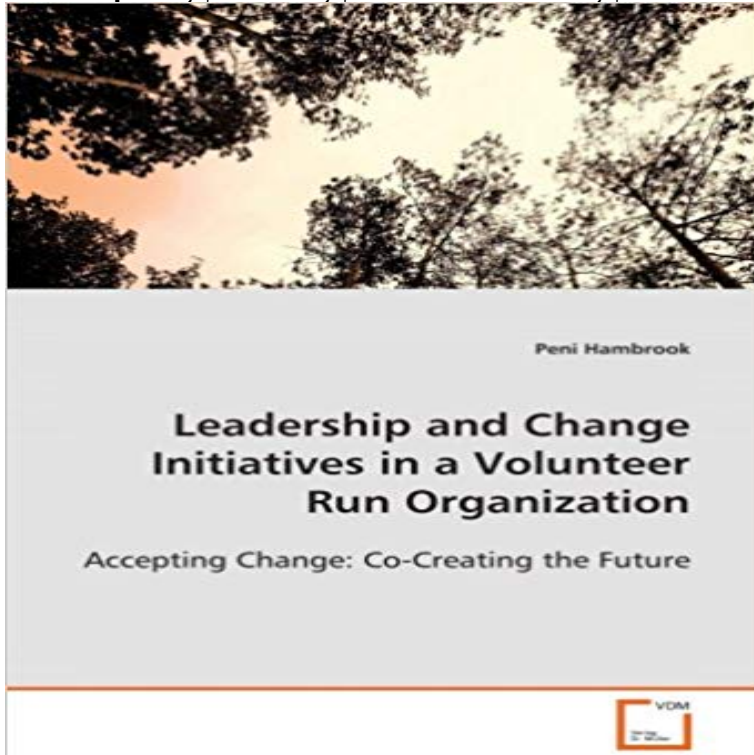


# Leadership and Change Initiatives in a Volunteer Run Organization: Accepting Change:Co-Creating the Future



Shifting demographics, differing inter-generational values, changing business practices, leadership development, business management practices, the continual need to provide relevant training, and issues of recruitment and retention constantly challenge both the for-profit and the not-for-profit organization. This action research study takes place within BC/Yukon Command of The Royal Canadian Legion, one of Canada's largest community service organizations. Non-profit sustainability is a critical weaving of sound business practices and supporting growth in the volunteer membership through leadership, learning, inclusion, and co-operation. This book provides current and aspiring leaders with insight into the internal complexities involved in change initiatives and change management. Additionally, the findings and recommendations demonstrate how shared values and collective voices in a grassroots volunteer workforce systemically influence organizational decision-making practices, which supports a climate where change is more readily accepted.

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