“Not all who wander are lost.”

-J.R.R. Tolkien

THE LOGBOOKS OF A CHIEF EXPLORER (DON SIMPSON):
CAPTURING THE STORIES OF A GLOBAL ODYSSEY IN SEARCH OF CROSS-CULTURAL HARMONY & HIGH PERFORMANCE
Leaders are faced with challenges that:
• Are increasingly complex
• Are often ambiguous
• Extend them beyond previous experiences
• Require collaboration across diverse stakeholders
• Demand both social and technological innovations
• Often require non-conventional responses
IMAGINE...

...a new generation of leaders learning new skills to navigate the waves of economic changes, complex performance challenges and personal relationship conflicts from the stories of a mentor with the perspective of a global explorer.
MEET DON SIMPSON
Chief Explorer of the Renaissance Expedition

Don has played many roles over the course of his eclectic career: Educator, entrepreneur, administrator, researcher, program designer and mentor.

His passion for over 60 years has been to explore the world – both the physical world with its diverse communities and the world of ideas which he found to be equally diverse.

His passion has been to help organizations organize themselves for high performance.

His larger purpose has been to contribute to the creation of harmonious, multicultural and globally connected communities offering prosperity and a high quality of life to all its citizens.

Driven by an insatiable curiosity and balanced by a lively sense of humour, Don launched his “real life’s work” on his 80th birthday (July 13, 2014) to be a full time ‘Storyteller With A Purpose’ identifying, connecting mentoring and promoting the work of modern day Renaissance leaders.
THE GLOBAL ODYSSEY LOGBOOKS

A Personal and National Journey Towards Cross-Cultural Harmony and High Performance

Featuring personal reflections on Don’s eclectic global, cross-cultural career of over 60 years of travel and work in 75 countries.

These LogBooks also present a distinctive arc of Canadian history in the context of the journey from colony to contributor as well as the journey from a society in which official racism was effectively embedded to an official multicultural society—a startling journey!

The stories are aimed at helping leaders better understand the nature and implications of the global knowledge-based world and how to best prepare oneself and others for success in it.
LogBook 1: The Making of the Chief Explorer

SUMMARY:
This LogBook provides some overarching context about the environment, the individuals and the events that helped prepare Don for his life as an Explorer. The Excerpts provide brief insights into his evolving life, organized in six phases:

- The Young Explorer in Sudbury (1934-46)
- High School in Toronto (1947-53)
- The Explorer at University (1953-57)
- Early Adult Explorations (1957-65)
- Mixed Educational and Entrepreneurial Explorations (1965-90)
- Chief Explorer of the Innovation Expedition (1991-ongoing)

EXCERPTS:
1. Overview of the Journey (1934 to Ongoing in 2015)
2. Additional Profile Material on the Chief Explorer
3. Understanding the Power of Self-Awareness in Building a Capacity for High Performance
4. I Am My Father’s Son
5. Childhood in Sudbury, Hybrid Canadians, Early Role Models, Impact of World War II
6. Teenage Years in Toronto (1947 to 1953)
7. My Big Surprise: Gaining Entrance to University (September 1953): 1957 as the Start Date of the Chief Explorer’s Global Odyssey

KEY LEADERSHIP THEMES:
- Engaging fully with one’s environment
- Being impacted by world events – Great Depression, WWII
- Importance of family models
LogBook 2: A Young Teacher Dreams of Africa and Finds a Purpose

SUMMARY:
The first part of this LogBook recounts how a challenge from Don’s students early in his teaching career leads to him meeting an influential mentor, Dr. James H. Robinson from Harlem, raising money for scholarships for African students, and helping to form the African Students Foundation (ASF) nationally. The second part of this LogBook explains how an invitation to a weekend layman’s church retreat leads to Don's first direct connection with the African continent. Don and others take up a challenge by Jim Robinson to create a Canadian arm of the Crossroads Africa organization that Robinson founded to link young Africans and North Americans for mutual learning and action.

EXCERPTS:
8. Meeting My First Serious Mentor (Other Than My Father)
9. Co-creating the African Students Foundation
10. Building National and International Partnerships through the African Students Foundation
12. Life Lessons from involvement in the ASF and a Lasting Friendship with Jimmy Kanja
13. The Birth of Overseas Volunteerism – The Creation of Canadian Crossroads Africa
15. Growth of Canadian Crossroads and my Second Work Camp in Ethiopia in 1963
16. Crossroads Legacies

KEY LEADERSHIP THEMES:
- International Development
- Mentorship
- Building partnerships
LogBook 3: Connecting With The African Diaspora in Canada and Coming to Grips with the Roots of Racism

SUMMARY:
This LogBook describes Don’s exposure to the Canadian brand of anti-Black racism. It offers highlights of an ongoing journey to understand the roots of discrimination against Blacks and offers specific examples from two major Canadian experiences (the razing of Africville and the Sir George Williams affair). It covers the global revolts in 1968 and their impact on Canada, along with a personal account of Don’s involvement in the infamous, racially-charged Montreal meeting of the American-based Association for African Studies. The LogBook ends with a review of the enigma surrounding the concept of “race” and provides an overview of the pervasiveness of anti-Black sentiments throughout history.

EXCERPTS:
17. My Introduction to the African Diaspora through the Buxton Community
18. Reflections on the History of Canadians of African Descent
19. Planning my Thesis on Canadian Black History
20. Coming to Grips with Racist Roots Shaping my Attitudes towards Others
21. Ongoing Journey to Understand the Roots of Discrimination Against Blacks
22. Cross-Cultural Conflict in the Academic Community
23. Race is a Four Letter Word

KEY LEADERSHIP THEMES:
- Learning the practical power of historical knowledge
- The complexity of the concept of “Culture”
- The long journey to understand and address racism
LogBook 4: The Long Journey to Multiculturalism as Part of the National Search for a Canadian Identity (1960s & ‘70s)

SUMMARY:
This LogBook offers some overview insights into Canadian history to help individuals acquire some important historical context to better understand the present state and the confusing views on multiculturalism today. Don reflects his own efforts, first as a student and then as a teacher, to place present cultural and political realities in some context of history. It also looks at Canadian geography and its impact on identity.

EXCERPTS:
24. An Outsider’s View of Canada
25. My Struggle to Understand Canadian Culture and a Canadian Identity
26. Beginning the Long Journey to Multiculturalism
27. The Ongoing Journey to Multiculturalism – Evolving Attitudes
28. The Ongoing Journey to Multiculturalism – Adding Strength to the Old Empire

KEY LEADERSHIP THEMES:
- Multiculturalism – an ongoing journey
- Identity – What is Canadian?
- Seeing oneself as others see us
SUMMARY:
This LogBook outlines the collective efforts in the creation of Canadian University Students Overseas (CUSO) and Don's recruitment to serve as CUSO's first regional director in West Africa and his family's move to Accra. It describes the interesting challenges faced by the Simpson family and the volunteers, and provides insights on political and economic development in Ghana, Sierra Leone and Nigeria, along with profiles of CUSO's programs in these countries. Detailed insights into the experience of CUSO's leadership team are also offered, including the significant challenge of providing leadership for the Nigeria program during a civil war.

EXCERPTS:
29. One of Life's Markers: The Impact of Becoming a Professor
30. A Model for Putting Idealism into Action
31. My Expanded Involvement with CUSO – The Challenge of Orientation
32. Launching the Simpson Family Expedition in Ghana
33. Exploring Ghana
34. Building the CUSO Infrastructure; Profiling the Program in Ghana and Sierra Leone
35. The Nigeria Program – Providing Leadership During a Civil War
36. MY CUSO Legacy and the Return of the Simpson Family to Canada

KEY LEADERSHIP THEMES:
• Putting idealism into action
• Leadership during a Civil war
• Navigating new living realities with a family
LogBook 6: Educating Canadians About Third World Culture and the Challenges of International Development

SUMMARY:
This LogBook highlights Don's risky decision to leave the University for a year for an intriguing unusual role in Adult Education in the new Ontario Institute for Studies in Education (OISE). It also covers how the Office of International Education (OIE) at Western University was finally created in 1969 with Simpson as its Executive Director. The OISE is a first in Canadian universities and under Don's direction operated in a highly distinctive manner. The scope and focus of the OIE is shaped by Don’s extensive travels nationally and internationally.

EXCERPTS:
37. Dealing with a Major Disappointment in My Dream of an International Education Program
38. Reflections on My Readiness to Lead the Office of International Education
40. Ongoing Action Learning Journeys
41. Creating a Unique Cross-Cultural Learning Experience at the University of Western Ontario
42. Innovations in Cross-Cultural Education With our Cross-Cultural Learner Centre
43. Our Glorious Failure to Sustain our Breakthrough Cross-Cultural Individualized Learning Initiative

KEY LEADERSHIP THEMES:
- Dealing with disappointment
- Cross-Cultural learning
- The importance of dreams
SUMMARY:
This book continues the exploration of the larger story of Canada’s journey from colony to contributor, as Canadians moved into different types of relationships with countries in Africa and Asia. We witness the birth of the International Development Research Centre in the 1970s as a breakthrough innovation in the development aid sector. Don shares what he learned in his role as leader for their global education program within the Social Sciences Division for Africa, Asia, Latin America and the Caribbean. We review the state of Canada’s aid programs by 1970 and how Canadians and recipient nations were viewing such programs. This experience and the mentoring provided by David Hopper and Ruth Zagorin (leaders in IDRC), represents an important defining moment for Don. IDRC’s creative use of collaborative networks to unleash innovation and drive high performance is a major influence in Don’s later career as founder and Chief Explorer of the Innovation Expedition.

EXCERPTS:
44. International Development in the 1970s
45. A Breakthrough Canadian Innovation to Open the Second Development Decade
46. The IDRC Approach – Lessons from a Master Mentor
47. Preparing to Lead a Global Education Program – Interactions with another Master Mentor
48. Identifying Specific Education Projects to Support
49. Testing my Ability to be a Connector and Mentor Globally
50. Creating a Global Network for Transforming Basic Education
51. Additional Key Learning from the IDRC Experience

KEY LEADERSHIP THEMES:
• International development – challenges & opportunities
• Leadership lessons to nurture breakthrough innovations
• The importance and nature of collaborative networks
LogBook 8: Discovering the Fourth World in Canada

SUMMARY:
This LogBook tells the story of how students from the “developing” countries of the “Third World” introduced Don to what some were beginning to call the “Fourth World” – the communities of Canada’s original inhabitants, or First Nations. Don discovers parallels between the challenges facing low-income countries in Africa and Asia, and the determination of First Nations in Canada to chart a course toward culturally appropriate economic and social development. Don meets many of the First Nations individuals who are pioneering new approaches to development. He becomes part of a southern support group for the Dene Nation in the Northwest Territories, and testifies in front of the Berger Commission reviewing a proposed gas pipeline through the Mackenzie Valley. The LogBook also describes a wide variety of mentoring assignments Don undertakes with First Nations groups across the country, including successful efforts to transform education and local economic practices in the Northwest Territories and a number of creative initiatives in broadcasting by CBC North.

EXCERPTS:
52. My Initial Engagements with Aboriginal Nations (The Fourth World in Canada)
53. Insights on Aboriginals Obtained from the Disciplines of Teacher Education, Psychology and Computer Science
54. The Native Resource Centre Within the Cross-Cultural Learner Centre
55. Comparisons Between the Canadian North and the Third World
56. The Evolving Self-Awareness of the Dene Nation
57. Building a National Coalition against Northern Pipelines
58. Work with Aboriginals on Communications
59. A Breakthrough Innovation in Social Change in the Northwest Territories

KEY LEADERSHIP THEMES:
- Seeing Canada as a “Metis Nation”
- Embedded racism – lessons, learnings and solutions
- Building collaborative coalitions across cultures to address social and economic issues
SUMMARY:
A major health problem ends Don’s involvement with IDRC and he returns to his old role at the Althouse College of Education. Once recovered, he begins to apply what he has learned over the years in helping various organizations to improve their performance in cross-cultural settings. The work is tested in a program Don organizes with Harry Lane of the Business School at the University of Western Ontario which operated as the Canada-Africa Business Advisory Group. This eventually led Don to make a major move out of the University and to set up two consulting businesses: Kanchar and Salasan. In these two businesses, Don, the educator, tests his ability to succeed as an entrepreneurial businessman. Success leads him back to two specialized roles that require him to practice the combined skills of educator/entrepreneur: first as Director of the Centre for International Business at the Ivey Business School and then as Vice-President of the world-famous Banff Centre in the Canadian Rockies.

EXCERPTS:
60. My Return to Western University (1975)
61. Involvement with Aboriginal Communities Leading to Our Incorporation of Salasan Associates
62. Launching My New Full-Time Role As An Entrepreneur: Creation Of Kanchar International
63. Utilizing Kanchar as a Base for Practicing Entrepreneurial Skills
64. The Entrepreneur’s Dream of Building a Theme Park and Film Studio in Kenya
65. Mobilizing Knowledge Gained From our Entrepreneurial Initiatives to Advocate Changes in Canada’s Relationships with Third World Communities
66. Exploring the Canadian Capacity to Respond to Human Resource Challenges from Third World Countries
67. New Efforts of the Business School at Western University to “Go Global”
68. Ending My Long Relationship with Western University: The Search for a Simpler Life

KEY LEADERSHIP THEMES:
- Entrepreneurial lessons
- Diverse work experience as a recipe for success
- Moving out of comfort zones
LogBook 10: My Journey to the College in the Mountains

SUMMARY:
Don ends his effort at the Ivey Business School, closes his company and takes on a new role at the world-famous Banff Centre in the Canadian Rocky Mountains. His role as Vice-President is to help globalize the Centre’s Management Centre. This LogBook features the early work with clients to start to co-create ways to provide support for influential (and potential) innovators striving to build high-performing organizations in business, education, research, not-for-profit, social action and government agencies. A description is given of how Don begins to use this Triple i: International Institute for Innovation vehicle to integrate and apply what he had learned over the years about accelerated learning across cultures, building collaborative teams and the unleashing of innovations to solve complex tasks.

EXCERPTS:
69. Launching a Significant New Phase of my Journey at the Banff Centre in 1990
70. Understanding the Challenge I had been Given at the Banff Centre
71. Leveraging the Special Assets of our Mountain Environment
72. Seeking Global Alliances for Preparing Collaborative, Innovative Leaders: Leveraging our Assets in Environmental Management
73. Building National and Global Alliances: Leveraging Banff’s Global Reputation in Nurturing Artists and Participating in the Zany Group
74. Understanding Diversity as a Powerful Basis for Nurturing High Performing, Collaborative Leaders
75. Being Mentored by Peter Drucker, the “Father of Modern Management”
76. Setting the Context for Launching an Institute for Innovation
77. An Initial Test Lab for Building an Innovation Institute: The Alberta Roundtables
78. Launching the Triple i: International Institute for Innovation, April 1, 1992
79. Engaging in Problem-Based Experiential Learning Opportunities with Colleagues and Clients to Strengthen our Capacity to Develop Collaborative, Innovative Leaders
80. Imagining the Triple i as a Virtual Global Organization and Building the Triple i Team

KEY LEADERSHIP THEMES:
• Building collaborative, high performance teams
• Building national and global alliances
• Fostering problem-based, experiential learning
LogBook 11: Creating the Triple i Institute which leaves the Banff Centre and eventually evolves into the Innovation Expedition

SUMMARY:
This is by far the largest of all the LogBooks. It describes two extremely active decades during which Don and the Triple i team engage in a diverse range of change projects in several Canadian provinces and externally in the United States, Europe and East Africa. Much of Don's personal efforts focus on his mentoring role to build on their earlier success in organizing a major province wide Dialogue on “Making Alberta an Innovation Driven Society”. This is followed by many initiatives to help transform the province by creating what became known as the “Alberta Advantage”. This LogBook also explains several shifts in the governance structure of Triple i as it leaves the Banff Centre amicably and merges for almost a decade with a new style knowledge company Axia Net Media and helps that company build a base in Europe and get listed on the Toronto stock exchange. Eventually Don's desire to maintain the flexible, collaborative nature of his mentoring team leads them out of Axia to launch an informal network operating as the Innovation Expedition.

EXCERPTS:
81. Consolitating the Vision, Values, Principles and Strategic Intentions of the Triple i
82. Implementing the new Triple i Design: The AVCO Transformation (1993-96)
83. Optimism in the Nineties: A Critical Element for Success or Mission Impossible?
84. Demonstrating our Unusual Marketing Model and Testing an Experiential transformation in Bayer Pharmaceuticals
85. The Decision to Move the Triple i Outside of the Banff Centre: Our Alliance with AXIA NetMedia.
86. Nurturing Global Collaboration Supported by an IT-enabled Mentoring System: The Textron Transformational Initiative
87. Variety: The Spice of Life and the Catalyst for Accelerated Learning
89. Helping to Build the “Alberta Advantage” Part 2: 2000-2011
90. AXIA Buys Lifeskills in Europe and Merges the APC With it

KEY LEADERSHIP THEMES:
• Nurturing optimism in times of challenge
• Variety as a catalyst for accelerated learning
• Mentoring major cross-cultural changes
SUMMARY:
This LogBook outlines the story behind the Challenge Dialogue System (CDS). It covers how Don and his core team take the principles, processes and tools initially tested in the Alberta Roundtables and begin to organize them into a comprehensive, flexible performance improvement system. It also describes the mounting pressure to determine whether a distinctive organizational performance improvement system had been developed, or if it was just a highly personal mentoring approach built primarily on the distinctive competencies, contacts and content of Don Simpson.

EXCERPTS:
92. Profiling the Power of CDS to Support Highly Intentional Collaborative Innovation
94. Moving to Codify CDS™, Our Distinctive Performance Improvement System by 2001
95. Applying CDS™ to Strengthen Rapid Improvement of Performance to Support an Organization's Transformational Efforts (CDS:RIP)
96. Applying CDS™ to Organize Time-Based Challenge Dialogues (CDS:CD)
97. Applying CDS™ to Build Innovative Knowledge Networks (CDS:Network Clusters)
98. A National Dialogue on "Growing Globally Enterprises"
99. Building a CDS Training Program and Exploring a USA-based Business Model Built Around the Power of the CDS System
100. Ongoing Experimentation in Online Training and Utilization of the CDS System: The Launch of the CDS System Network in 2016

KEY LEADERSHIP THEMES:
• The importance of dialogue
• Seeking alignment not agreement
• Lessons from codifying a performance improvement system
LogBook 13: Our Distinctive Mentoring Approach as a Core Leadership Development Model

SUMMARY:
This LogBook starts to describe the Innovation Expedition’s work as ‘mentoring’ and distinguishes it from that of classical consulting. Through collaborative work with several thoughtful clients it tells the story of how the team co-creates solutions to complex performance challenges. These pragmatic learning and leadership experiences point the way to crafting a distinctive mentoring process: highly personal, extremely dynamic and driven by the minds and personalities of the individual mentors and their clients, not just by learning technologies.

EXCERPTS:
101. Our Search for a Distinctive Leadership Mentoring Model
102. The Mentors’ Way: Lessons Learned by Engaging with Clients in Major Change Projects
103. Drawing on Personal Mentors and Leadership Development Models to Create our Distinctive Mentoring Approach
104. Building a Knowledge Bank of Resources to Support Mentoring
105. Mentoring on Sustainability in the Energy Sector
106. Mentoring in the Agri-Food and Forestry Sectors
107. Mentoring in the Health and Wellness Sector
108. Mentoring in the Education Sector
109. Mentoring for Making Measures that Matter
110. Learning from “Glorious Failures” in our Mentoring

KEY LEADERSHIP THEMES:
- Learning from “glorious failures”
- Mentoring to support transformational changes
- The most important rules for mentoring
LogBook 14: The 25 Year Journey to Renaissance Leadership

SUMMARY:
This LogBook continues to build a synthesis of a leadership journey that began in 1990 at the Banff Centre. It became clear early on that the type of leadership that drove organizational success in the industrial era would not be sufficient for the knowledge era. The team began to develop the concept of a modern day Renaissance Leadership: a style of entrepreneurial, collaborative and innovative leadership based on their belief that the shift to a global knowledge economy was a significant period of rebirth akin to the great Renaissance periods of the past and shared with them an intense focus on learning and inquiry encompassing all aspects of human life. This concept was initially nurtured through the eclectic opportunities with thoughtful, creative and artistic individuals at the Banff Centre and became codified through mentoring experiences at the Said Business school at Oxford University. The Renaissance concept encompasses all the best experiences of the Triple i and the Innovation Expedition, and on his 80th birthday Don decides to make a personal Renaissance Expedition his “real life’s work.”

EXCERPTS:
111. Profiling our Renaissance Leadership Concept
112. The Banff Centre as “Spiritual Home” for our Renaissance Leadership
113. Early Expeditions to Discover Leadership Competencies for Global Knowledge Economy Success
114. Imagining the Idea of a Modern Day Renaissance
115. Co-creating the Concept of a Modern Day Renaissance with Global Leaders at Oxford Business School
116. Creating futureTHINK Press to Stimulate Inspired Conversations
117. Testing the Renaissance Concept from a Base in Calgary
118. Testing the Renaissance Concept in the Oil Sands Region of Wood Buffalo
119. Testing the Renaissance Concept at York University
120. Honouring our Renaissance Heroes
121. Exploring the Renaissance in Africa
122. Dreaming of Festivals and Living Labs for Innovation
123. Profiling Renaissance Pathfinders and their Breakthrough Innovations
124. The Role of Renaissance Artistic Instigators
125. Launching the Chief Explorer’s Personal Expedition (REx) on his 80th Birthday (July 13, 2014)

KEY LEADERSHIP THEMES:
• The importance of an explorer mindset
• Renaissance leadership as a concept for developing high performance
• Preparing for your “real life’s work” at 80
LogBook 15: Reflections of a Cross-Cultural Explorer

SUMMARY:
This LogBook covers 2 parts. First, a “Looking Back”; covering Don's reflections on his Journey to Date, including his multiple roles as Chief Explorer (Educator; Entrepreneur; Administrator; Researcher and Program Designer; Mentor). Second, “Looking Forward”; how Don actually launches his ‘Real Life’s Work’ at 80 and begins to invite others to join his Personal Learning and Leadership Expedition exploring the Seven C’s: Courage, Creativity, Commitment, Collaboration, Continuous Learning, Competence and Compassion.

EXCERPTS:
127. Looking Back – Reflections on the Journey to Date
128. Looking Back – The Chief Explorer Reflecting on his Multiple Roles as Chief Explorer: (Educator; Entrepreneur; Administrator; Researcher and Program Designer; Mentor) – and his Journey to Prepare for these Roles
129. Reflections of Others on the Odyssey of the Chief Explorer
130. Looking Forward – Getting Ready for my Real Life’s Work at 80
131. Looking Forward – Inviting Others to Join Me in a Personal Learning and Leadership Expedition Exploring the Seven Cs of Courage, Creativity, Commitment, Collaboration, Continuous Learning, Competence and Compassion

KEY LEADERSHIP THEMES:
• Reflection as a tool for achievement
• Getting Ready for one’s ‘Real Life Work’ at 80
• Exploring a journey to the seven C’s: Courage, Creativity, Commitment, Collaboration, Continuous Learning, Competence and Compassion
KNOWLEDGE BANK

Looking for more information?

ABOUT THE KNOWLEDGE ECONOMY:
READ: Rethinking Innovation by Don Simpson and Stephen Murgatroyd | futureTHINK Press, 2012

ABOUT RENAISSANCE LEADERSHIP:
READ: Renaissance Leadership, Rethinking and Leading the Future by Stephen Murgatroyd and Don Simpson | futureTHINK Press, 2010

ABOUT DON SIMPSON:
VISIT: The Clara Thomas Archives at York University for the inventory of Don Simpson resources
A ship in harbour is safe - but that is not what ships are built for.

- JOHN A. SHEDD

LET THE JOURNEY CONTINUE!
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