

Wittenerstrasse 3  
43568 Witten, Germany

December 12, 2019

Dr. Werner Vogd  
Degree Program Officer: Master's of Ethics and Organization  
Universität Witten/Herdecke  
Alfred-Herrhausen-Strasse 50  
58448 Witten, Germany

Dear Dr. Vogd,

Please consider my application for the Master's of Ethics and Organization commencing October 2020. In May 2020 I will graduate from the University of British Columbia with a Bachelor of Arts in culture anthropology (major) and African studies (minor). After consulting several master's students in your program, including Ann-Christin Hauser and Jacoba Moeller, they encouraged me to apply to your program based on my interests in culture and organizational change management.

Working for the past five years in alternative education as a program designer and facilitator has revealed the power of social spaces that form around common intentions of respect, mutual care, and integrity. Creating these kinds of social cultures in groups has been a growing passion of mine, and one I would be interested in diving into further through your Master's program.

The ability to facilitate processes that lead to fundamental changes thinking and behaviour has the power to support the changes which need across all sectors of society in order to ethically and effectively approach climate change and the rise of technology. Beyond youth leadership programs, the prospect of learning to generate these transformative spaces within organizations using the methods from organizational development is exciting.

Research I designed and conducted through a self-directed course this winter examined practices and capacities of facilitators who are able to create social norms in groups that support both group- and individual-level transformation. The Master's self-directed research opportunity would enable me to take this inquiry to the next level as the theory of organizational change can be brought to life with first-hand research.

Working in teams has been the norm in my work delivering seven residential youth leadership programs since 2014. The intensive collaborative environments of your Master's seminar style classes are one of the ways I learn best.

The understanding and skill needed to host change within organizations and guide them in an ethical direction

Working with the Global Social Witnessing Lab as part of the planning team has introduced me to the university's culture

Having spent, taking part in the 'Global Social Witnessing' *Studium Fundamentale* course in offered at the university in October this year has given me an introduction to the 'Wittener Didactic' method of teaching. be part of organizing I have been encouraged by

Should my experience and academic aspirations align with the direction of your program, I can be reached by telephone at 47 22 332 4456 from Monday to Friday between 8:00 a.m. and 6:00 p.m. or by email at [diane.keyes@alumni.ubc.ca](mailto:diane.keyes@alumni.ubc.ca).

Sincerely,

A handwritten signature in cursive script that reads "Diane Keyes".

Diane Keyes

Enclosed: Resume