



# Los Angeles

The Institute for Management Studies, 201 West Liberty Street, Suite 100, Reno NV 89501

SUBJECT	<b>WHEN ONLY SUCCESS COUNTS: DEVELOPING COLLABORATIVE PARTNERSHIPS</b>		
FACULTY	MS. NICOLE SCHAPIRO		
LOCATION	Kyoto Grand Hotel (formerly The New Otani Hotel) 120 S Los Angeles St., Los Angeles, CA 90012 (213) 629-1200	DATE	Tuesday, February 16, 2010
		REGISTRATION	8:30 AM
		SESSION	9:00 AM - 4:00 PM

## TIME TOPICS

15%	<b>Define Essential Qualities and Roles of a Collaborative Leader</b>
	<ul style="list-style-type: none"> <li>Learn when to use and not to use collaborative leadership</li> <li>Price, Prize and Consequences: Stories, case studies</li> <li>Processes: How to let go of old style leadership that no longer serves you and gain fresh strategies and tools for the new "Relationship Age"</li> </ul>
80%	<b>What Makes a Solo Performer Become a Willing Collaborator</b>
	<ul style="list-style-type: none"> <li>Nine factors that will motivate people and increase their willingness, ability and readiness to become collaborative high achievers</li> <li>How to create a common purpose, a framework that will motivate and engage individuals and groups to work together more effectively to maintain a strategic focus</li> <li>How to understand and respond respectfully to people with different styles, needs, values, and loyalties to get results and increase your collaborative leadership awareness and understanding</li> <li>How to end "turf wars" and break down borders between difficult people and resistant divisions</li> <li>Tactics for habit management</li> <li>Six mistakes collaborative leaders make and how to avoid them</li> <li>Creating an environment that unleashes collaboration and creativity</li> <li>Tools and tactics participants will need to manage egos, energy, distributed intelligence and "straight talk"</li> <li>The five building blocks of highly productive teams. Tools and assessments on how to measure the temperature of your team</li> <li>Define what tools, tactics and strategies will be essential to build collaborative partnerships that promote unlearning, change, trust, healthy feedback and commitment</li> </ul>
5%	<b>Action Plan for Next Steps and Closure</b>

## SEMINAR DESCRIPTION

To be a collaborative leader you must demonstrate and create focus, "High Voltage Energy Teams" resilience, trust and commitment. Leaders must influence, negotiate, and build collaborative partnerships to achieve best results in a competitive global environment. Using inspiring and practical stories and case studies, this highly energizing and interactive session will explore what successful leaders must do to create and optimize partnerships that tap into the full intelligence of all levels of the organization. Participants will also learn how to align with stakeholders to achieve and execute beyond expected results in a timely and cost effective manner.

## FOR RESERVATIONS

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## FACULTY



**MS. NICOLE SCHAPIRO** is president of Nicole Schapiro & Associates (NSA). NSA designs and delivers development programs, as well as presenting customized solutions for major organizations in private and public sectors, nonprofit agencies, educational institutions and associations both locally and globally. The New York Times describes Ms. Schapiro as "a role model for all people who want to succeed and are not afraid of the odds." At age 15 Nicole fled alone from Communist Hungary to the United States. Speaking no English, she lived as a "homeless" person in New York City for one year. Through her persistent negotiating she received a scholarship to the University of Chicago, earning a BS in Psychology, and later a MA in Industrial Psychology from NYU. Before the age of 30 she became the first woman Senior Vice-President of Sales and Marketing at Citicorp in New York. Ms. Schapiro is also the New York Times best selling author of *Negotiating for Your Life*, reviewed by the San Francisco Chronicle as "this year's best contribution to business self-help books." She has been a guest on national radio and TV shows such as Oprah, CNN and BBC to name a few. Ms. Schapiro appears in Who's Who in Finance and Industry. She has received many awards and was recently honored as a 21st Century Dynamic Woman by the American Business Women's Association.

## GUIDE TO PARTICIPANT SELECTION

SENIOR EXECUTIVE  
(Pres, Exec & Sr. VP)

EXECUTIVE  
(VP & General Mgr)

SENIOR MANAGER  
(Div. & Reg. Mgrs)

MIDDLE MANAGER  
& SUPERINTENDENTS

3	3	3	3	3	3	3	3	3	3	3	3	2
3	2	2	2	3	3	2	2	2	2	2	2	1
2	2	1	1	2	2	1	1	1	1	2	1	1
1	1	1	1	2	1	1	1	1	2	1	1	1
Admin	Distrib	Engr	Finc	H.R.	Legal	Mktng	IT	Ops	Plng	Pchsg	R&D	Sales

APPLICABILITY

"1" indicates primary target audience

"2" indicates a good fit if the level of material is appropriate

"3" indicates (in the opinion of the Institute and faculty) limited applicability.

## FOCUS

PRIMARY

### LEADERSHIP DEVELOPMENT:

Adaptability, Communication, Creativeness, Developmental Perspective, Empathy, Interpersonal Relations, Judgment, Motivation, Performance Standards, Persistence

SECONDARY

### EXECUTING/CONTROLLING/EVALUATING:

Decision Making, Use of Authority, Delegation, Direction, Guidance, Follow Up

TERTIARY

### PLANNING/ORGANIZING:

Problem Identification, Evaluating Alternative Solutions

LEVEL

Introductory  Intermediate  Advanced