



# San Francisco

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

SUBJECT	<b>WINNING MANAGEMENT: BUILDING A HIGH-PERFORMANCE WORKPLACE</b>		
FACULTY	DR. WOLF RINKE		
LOCATION	Hotel Nikko San Francisco 222 Mason Street, San Francisco, CA 94102 (415) 394-1111	DATE	Thursday, May 13, 2010
		REGISTRATION	8:30 AM
		SESSION	9:00 AM - 4:00 PM

## TIME TOPICS

30%	<b>Create a Sense of Purpose and Belonging</b> <ul style="list-style-type: none"> <li>• Discover what it takes to get employees to <i>want</i> to come to work</li> <li>• 6 steps to creating and implementing a shared organizational philosophy</li> <li>• Get every employee to buy into your mission, vision and core values</li> <li>• Receive a detailed philosophy check sheet</li> <li>• Master strategies that will enable you to focus your team members on results</li> </ul>
40%	<b>Build a Positive Organizational Culture</b> <ul style="list-style-type: none"> <li>• Learn how to create and maintain a positive organizational culture</li> <li>• 12 things you must do if you want your employees to stay with you for the long term</li> <li>• Build a fun-high-energy climate that results in increased performance</li> <li>• Get team members to trust you and each other in 7 easy steps</li> <li>• 5 steps that will ensure that your reward system produces the results you want</li> <li>• Take advantage of the most powerful management principle of all time</li> <li>• How to attract employees to your company even in a tight labor market</li> <li>• Discover the secret to management effectiveness</li> <li>• Specific tips to achieve low turnover and increased performance</li> </ul>
30%	<b>Coach and Empower to Achieve More with Less</b> <ul style="list-style-type: none"> <li>• Manage like a coach, not a "cop"</li> <li>• Find out what empowerment really is and how you can use it to increase employee satisfaction</li> <li>• 9 strategies to effectively coach and empower others and increase performance</li> <li>• How to promote initiative and calculated risk taking</li> <li>• Specific strategies to get people to want to be part of your team</li> <li>• Receive the empowerment decision flow chart</li> <li>• Discover how to achieve extra-ordinary results with ordinary people</li> </ul>

## SEMINAR DESCRIPTION

This seminar will provide you with specific strategies for building an organizational culture that promotes performance, productivity and profitability. You will learn how to align your employees behind a meaningful philosophy that gives them a sense of purpose and belonging so that they *want* to come to work and stay with you for the long term. You will be provided with proven strategies that will enable you to build a positive organizational culture, a culture that promotes trust and reduces employee defections. You will also discover specific steps that will enable you to function like a coach instead of a cop, so that you can empower your team members to take independent actions that help your organization become a "most admired company" where people have fun and get more done. **This seminar is full of practical tips, tools, and strategies that you will be able to apply tomorrow.**

## FOR RESERVATIONS

**Ginny Von der Schmidt**  
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## FACULTY



**DR. WOLF RINKE, CSP** is the President of Wolf Rinke Associates, Inc., a management development and consulting company dedicated to helping organizations and individuals maximize their potential. He has over 30 years of hands-on management and leadership experience and is a widely published author of 13 books including his most recent: *Don't Oil the Squeaky Wheel, and 19 Other Contrarian Ways to Improve Your Leadership Effectiveness* published by McGraw-Hill in 2004. His work has been featured in numerous publications such as *Success Magazine, Harvard Management Update, Executive Excellence* and over 300 radio and TV programs, including CNN. He is a highly effective management consultant, executive coach and internationally recognized speaker who is known for his ability to energize, entertain, and empower. He has spoken to over 80,000 people in 13 countries on the topics of management, motivation, leadership, creativity and service excellence. Dr. Rinke's client list includes ARAMARK, Baxter, Bristol-Meyers Squibb, Cigna, Delta Air Lines, Dole Fresh Fruit Co., East Asiatic Company (Singapore), Giant TMC (Malaysia), ISS A/S (Denmark), Manor Care, Marriott, MBNA Bank, Michelin, Motorola, Perez Companac (Argentina), SAP A/G, Sargento Foods, Select Service Partner (Denmark), ServiceMaster, Sinar Mas Group (Indonesia), Sodexo, Sysco, Warner Bros., Wyeth-Ayerst Laboratories, plus numerous other organizations and associations throughout North America, Europe and the Pacific Rim. Dr. Rinke's electrifying passion has energized thousands of managers to take action and achieve dramatic improvements in performance, productivity and profitability.

## 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	3	3
2	2	2	2	2	2	2	2	2	2	2	2	2	2
1	1	1	1	2	1	1	1	1	1	1	1	1	1
1	1	1	1	2	1	1	1	1	1	1	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

**MANAGEMENT/LEADERSHIP DEVELOPMENT:**  
High performance, Mission, Vision, Core Values, Coaching, Trust, Empowerment

### SECONDARY

**MOTIVATION:**  
Commitment, Employee Development, Interpersonal skills, Developing, Learning, Retention

### TERTIARY

**EXECUTING:**  
Delegation, Direction

## LEVEL

Introductory  Intermediate  Advanced