



# San Francisco

THE INSTITUTE FOR MANAGEMENT STUDIES, 6580 S McCarran Blvd., Suite B, Reno, NV 89509

<b>SUBJECT</b>	<b>HIGH POTENTIALS: HOW LEADERS IDENTIFY AND DEVELOP THEIR FUTURE STARS</b>		
<b>FACULTY</b>	MR. BILL HAWKINS		
<b>LOCATION</b>	Carnelian Room/Bankers Club 555 California St., 52nd Floor, San Francisco, CA 94104 (415) 433-7500	<b>DATE</b>	Thursday, July 12, 2007
		<b>REGISTRATION</b>	8:30 AM
		<b>SESSION</b>	9:00 AM - 4:00 PM

**Please Note: New location for all 2007 sessions.**

TIME	TOPICS
15%	<b>Assessing the people and the situation</b> <ul style="list-style-type: none"> <li>• Sources of initial success</li> <li>• Where do you spend your time?</li> </ul>
20%	<b>Earning the right to be their coach</b> <ul style="list-style-type: none"> <li>• What your people want from a boss</li> <li>• Six characteristics of an effective coach</li> </ul>
15%	<b>Teaching smart people to learn</b> <ul style="list-style-type: none"> <li>• Managing expectations (yours and theirs)</li> <li>• Involving others</li> </ul>
20%	<b>Developing high potentials</b> <ul style="list-style-type: none"> <li>• Five categories of development experiences</li> <li>• Challenges needed for development to take place</li> </ul>
20%	<b>Motivating high potentials and the rest of the team</b> <ul style="list-style-type: none"> <li>• Two primary needs that must be met in order to motivate others</li> <li>• A blind side for most bosses</li> </ul>
10%	<b>Putting it into practice</b> <ul style="list-style-type: none"> <li>• Putting the plan together</li> <li>• Customizing the messages</li> </ul>

## SEMINAR DESCRIPTION

One of the most important, high impact responsibilities of leadership is to recognize, engage, and develop your high potential talent. In this session you will learn how to identify high potentials, connect development experiences to their needs and positions, and twelve challenges needed to engage them for future success. We'll analyze a method to determine how (and with whom) managers should spend their time to maximize effectiveness. We will also learn motivational techniques that will engage every member of the team.

## FOR RESERVATIONS

**Ginny Von der Schmidt**  
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## FACULTY



**MR. BILL HAWKINS** is an expert in leadership effectiveness. In association with Marshall Goldsmith Partners, the Alliance for Strategic Leadership and Innovative Resources Consultant Group, he has worked with over twenty Fortune 500 companies in seventeen countries. Mr. Hawkins began his career working for a division of Johnson & Johnson in sales, marketing, and product management positions. He then joined Boston Scientific Corporation as Director and then Vice President of Sales and Marketing. For the last fifteen years Mr. Hawkins has worked with organizations to identify and develop high potential leaders. During this time he has designed and facilitated leadership-training workshops with leading organizations on five continents. He also coaches leaders individually to increase personal effectiveness. Clients served include Acushnet, American Express, Ashland Corporation, AT&T, BellSouth, Bloomberg, Boston Scientific, Budget Rent a Car, CalPERS, Cashman Equipment, Cox Enterprises, C R Bard, CSFB Bank, DirecTV, Dreyer's Grand Ice Cream, Exelon, Federal Reserve Bank, Guidant, Hitachi (America), Internal Revenue Service, Johnson & Johnson, Labatt Breweries, Kodak, Mead Johnson, MGM -Mirage Hotels, Motorola, New York Stock Exchange, Nortel, Northrop Grumman, Oracle, Pfizer, PNC Bank, Raytheon, SmithKline Beecham, SUN Microsystems, Union Pacific Railroad, Washington Mutual Financial Services, and Weyerhaeuser. With his blend of consulting and management experience, Bill brings a breadth of understanding and insight to "real world" situations. Aside from his work with major corporations, Mr. Hawkins has donated his services to the International Red Cross / Red Crescent, the New York Association for New Americans, and the Girl Scouts of the USA. He holds a BS from Drake University, and an MBA from Indiana University. He is member of the Learning Network, the Peter Drucker Foundation "Thought Leaders Forum", and is listed in Who's Who in International Business. Mr. Hawkins is a contributing author in the Peter Drucker Foundation book *The Organization of the Future*, Jossey-Bass 1997. He is also a contributing author in *Coaching for Leadership*, Jossey-Bass, 2000 and *Change Champion's Fieldguide*, Best Practice Publications, 2003.

## GUIDE TO PARTICIPANT SELECTION

SENIOR EXECUTIVE  
(Pres, Exec & Sr. VP)  
EXECUTIVE  
(VP & General Mgr)  
SENIOR MANAGER  
(Div. & Reg. Mgrs)  
MIDDLE MANAGER  
& SUPERINTENDENTS

2	3	3	3	3	3	3	3	3	2	3	3	2
1	2	2	2	2	3	2	2	2	2	2	2	2
1	1	1	1	1	2	1	1	1	1	1	1	1
1	1	1	1	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

#### LEADERSHIP DEVELOPMENT:

Adaptability, Communication, Developmental Perspective, Empathy, Interpersonal Relations, Judgment, Motivation

### SECONDARY

#### EXECUTING/CONTROLLING/EVALUATING:

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

### TERTIARY

#### PLANNING/ORGANIZING:

Problem Identification, Analysis, Evaluating Alternative Solutions, Developing Specific Plans, Generate and Obtain Plan Support

## LEVEL

Introductory  Intermediate  Advanced