



Columbus 2012

JAN 26: GETTING OUTSTANDING RESULTS: FIVE ABSOLUTES FOR ACHIEVING HIGH PERFORMANCE - DR. CLINTON LONGENECKER

This dynamic, interactive and hands-on learning experience will: provide specific tools to help leaders better understand the causes of managerial failure; equip managers to better focus their people and themselves on desired outcomes; help leaders effectively equip their people to perform at higher levels; demonstrate the importance of creating a working environment that fosters better results; encouraging managers to maximize people power and will make a strong case for developing both people and processes in your quest for better results.

Dr. Clinton Longenecker has recently been described by *Career Publications* as, "one of the top motivational speakers in the U.S. who can blend cutting edge research, common sense, humor and conviction into a real and inspiring call for better performance that can help us all!" His teaching and research interests are in leadership, organizational success, and all facets of performance improvement.

FEB 15: BUILDING AND SUSTAINING HIGH-PERFORMANCE TEAMS - DR. JOHN AUSTIN

The High Performing Teams program is designed for team members seeking to increase their available skill set, team leaders seeking to move their team to a higher level of performance, and senior executives with an interest in expanding teamwork throughout their organization. Participants will learn to reduce coordination costs and improve effectiveness of team decisions, recognize and overcome common group decision-making biases, and align team efforts with client and organizational demands.

Dr. John Austin is a Faculty Member and Senior Consultant for Decision Strategies International (DSI). Dr. Austin is a thought leader in the areas of team leadership, knowledge transfer in teams, and organizational change implementation. His research on knowledge-based decision making teams is widely cited in the academic literature as is his work on the strategic actions of internal change agents.

MAR 22: OPTIMIZING YOUR TIME AND FOCUS: YOUR BEST JUST GOT BETTER - JASON WOMACK

The focus of this course is on managing the myriad of details that go into an effective work day and a successful professional career. Learn what top performers know, do and say about professional productivity and effective leadership. Organize your ideas, projects and tasks and learn how to prioritize meetings, emails, and professional goals. Practice specific time and action management strategies you can implement immediately at your desk and with your team.

Jason Womack is first and foremost an educator. He works globally with clients to bring out the best in them, align their priorities with their talents and values, and create systems of organization and productivity that give them the tools, strategies and habits to achieve more. His latest book, *The Promise Doctrine*, was co-written with his father and includes a foreword by Dr. Marshall Goldsmith.

APR 18: INFLUENCE WITH IMPACT: A GAME PLAN FOR SUCCESS - RICHARD LEPSINGER

This session will cover high-impact strategies to influence and gain commitment from others effectively. The session will be highly interactive and provide practical tools and techniques to enhance your ability to gain support for your ideas and initiatives. Participants will complete the Influence With Impact self-assessment to better understand which influence tactics they use most frequently. Case studies will provide an opportunity for participants to practice using the key concepts and models before applying them to an on-the-job situation.

Richard Lepsinger is President of OnPoint Consulting and the focus of his work has been on helping organizations close the gap between strategy and execution. He has addressed executive conferences and made presentations to leadership teams on the topics of leader effectiveness, strategy execution, managing change, performance management, and developing competency models to enhance organizational performance.

MAY 9: STRATEGY EXECUTION: ALTERNATIVE FRAMEWORKS AND BEST PRACTICES - DR. JOSEPH RYAN

This seminar will introduce you to best current thinking concerning strategy execution; it will explore best practices across diverse industries, and, importantly, it will introduce you to diagnostic frameworks that you can apply to "live" business issues. Emphasis will be placed on three inter-related areas: (1) increasing your "execution IQ"; (2) identifying and managing "strategy accelerators"; and (3) "execution driven leadership practices". This seminar is designed as a master class for both executives and high potential managers.

Dr. Joseph Ryan is the President and Founder of True North Advisory Group and he teaches extensively at Wharton Executive Education. He also taught in Wharton's EMBA program in Philadelphia and San Francisco, at INSEAD in Fontainebleau, and at Sisan University in Bangkok. He has served as Academic Director for numerous executive programs.

MAY 24: EXECUTIVE PRESENCE: POSITIONING YOURSELF FOR SUCCESS - DR. PAUL ALDO

This session focuses providing a concrete definition of executive presence and a nine dimension model for creating a more complete expression of it. Using discussion, video illustration, and small group activities, participants see exactly what others are looking for when evaluating executive presence and the specific things that can be done to improve the expression of it. They also see how authenticity, skill, and balance in expressing the nine dimensions provide the foundation for great leadership.

Dr. Paul Aldo is the founder and President of Executive Presence Inc., a leadership development firm based in Atlanta, Georgia. His work focuses on executive presence, executive communications, executive teaming and executive assessment. He frequently writes and speaks on issues in executive development and workplace performance, with his book on executive presence scheduled for publication later this year.

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JUN 6: LEADING VS MANAGING: KNOWING THE DIFFERENCE IS YOUR KEY TO SUCCESS - PAUL BRIDLE

Effective leaders empower people in a way that prompts them to take ownership for their role and responsibility for their actions. Leaders also know what they need to do to get people to respond to them. What do successful organizations do to create in their people the ability to take ownership? How do leaders move from managing to leading so that people will follow? This session will not only give an insight into what successful organizations do, but will give practical tips on how to achieve it.

Paul Bridle's work is now devoted mainly to developing people to build successful organizations in his specialized area 'Leadership'. He has spent 17 years independently researching global best practices. He is the author of *Leadership: The Never Ending Story*, *Question Your Thinking*, and *Things I Have Learnt from my Father/Son*.

JUL 12: EVERYONE NEGOTIATES: THE ART OF GETTING WHAT YOU BOTH WANT - PETER STARK

The objectives of this program are to provide participants with an understanding of negotiation and what makes a negotiator successful; to give participants the behavioral tools, strategies and tactics needed to create a win-win outcome; and, finally, to improve the negotiation skills of participants through an in-depth negotiation exercise where they will negotiate a work-related situation.

Peter Stark is president of Peter Barron Stark Companies, and specializes in helping organizations build a culture where employees love to come to work and customers love to do business. As an accomplished author, he has written several books including *The Competent Leader*, *The Only Negotiating Guide You'll Ever Need* and *The Only Leadership Book You'll Ever Need*.

AUG 8: ACHIEVING EXTRAORDINARY OUTCOMES: MODELS FOR INNOVATIVE THINKING - DR. IRIS FIRSTENBERG

Successful organizations operate on the edge of chaos and embrace risk, error, and ambiguity, while practicing strategies that reduce the need for doing, undoing, and redoing. You will learn key strategies and practical tools to give you the adaptive capacity to work creatively with change and uncertainty. We will discuss strategies for tapping the human potential for creative thinking, from the inception of ideas to their transformation into practical business strategies and innovations.

Dr. Iris Firstenberg is an Adjunct Professor of Psychology, UCLA and Adjunct Professor of Management at the UCLA Anderson School. She teaches courses on problem solving, decision making, and innovative thinking in both the psychology department and MBA programs. In UCLA Anderson Executive Education programs, Dr. Firstenberg has taught for many years and is consistently one of the most highly rated instructors.

SEP 13: IMPROVE YOUR REAL-TIME DECISION MAKING: RECOGNIZING THE BLINDSPOTS - DR. PAUL FRIGA

This seminar will focus on understanding "blindspots" that lead to poor decision-making by executives and remedies that can mitigate the damage in organizations. After a discussion on the latest theoretical findings on this topic, the participants will work in teams to develop stories of blindspots at work based upon their experience (and/or current news stories). They (with the assistance of Dr. Friga) will also present tactical suggestions on how they could have been avoided (and will be avoided moving forward).

Dr. Paul Friga is a professor at the Kenan-Flagler School of Business at the University of North Carolina at Chapel Hill, where he teaches courses in management consulting and strategy. He also serves as the Director of the Consulting Concentrations for undergraduates and MBAs. He researches strategic decision-making, knowledge transfer, intuition, management consulting processes and entrepreneurship.

OCT 24: DELIVERING POSITIVE CRITICISM: THE FIRST STEP IN PERFORMANCE IMPROVEMENT - DR. HENDRIE DAVIS WEISINGER

Research suggests that criticism is perhaps the most powerful and neglected business skill, that it causes more conflicts at work than disputes over power, pay, and promotion, and that most of us are inept at giving and taking criticism productively. This intense program will focus on how to transform the necessary exchange of criticism from a taboo act and a destructive and demoralizing encounter into a positive, motivating, mutually beneficial experience that encourages trust, heightens self-esteem, and boosts productivity.

Dr. Hendrie Davis Weisinger is the author of *Emotional Intelligence at Work*, *Nobody's Perfect*, *Anger at Work*, and *The Power of Positive Criticism*. He teaches executive education at New York University, Massachusetts Institute of Technology, and the Wharton School at the University of Pennsylvania. He has been a guest expert on over 300 television and radio shows.

NOV 15: THE RESILIENT LEADER: SEVEN SKILLS TO BOOST YOUR LEADERSHIP ABILITIES AND STRENGTHS - DR. ANDREW SHATTÉ

In this session you will learn seven skills to boost your leadership abilities and to foster an atmosphere of your resilience for and in those you lead. You will receive a personal profile of your strengths and weaknesses across the five strengths that make an excellent and resilient leader - Integrity, Mentoring, Aligned Values, Results, & Connection to the job. This profile will direct your customized learning as you practice the leadership skills. In this fun and interactive session, what you learn about yourself as a leader will be revealing.

Dr. Andrew Shatté is the founder & President of Phoenix Life Academy, a company that specializes in measuring and training in resilience. Dr. Shatté is in high demand as a speaker. He has delivered over 1,000 keynote speeches and addresses to large corporate audiences over the last decade. Dr. Shatté is coauthor of *The Resilience Factor: 7 Keys to Finding Your Inner Strength and Overcoming Life's Hurdles*.

DEC 5: STRATEGIC AND CRITICAL THINKING: CORE COMPETENCIES FOR LEADERS - BILL WELTER

Critical thinking describes the mental process of determining what to believe and what to do about our beliefs. Strategic thinking applies this process to the future of the organization. This "minds on" workshop enhances the ability of the participants to think strategically by taking them through the seven components of a comprehensive process and providing tools and techniques to accomplish each of the components while considering their organization's multiple futures.

Bill Welter is the Managing Director of Adaptive Strategies, Inc., a firm specializing in business education and consulting, and the author of *The Prepared Mind of a Leader*, published by Jossey-Bass in 2005. Welter has over 35 years of varied military, business, consulting and teaching experience.

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