



Detroit 2012

JAN 19: ACQUIRING THE LEADERSHIP ATTRIBUTES THAT BUILD HIGH PERFORMANCE - PAUL BRIDLE

Today's organizations need leaders that can drive the business, lead the people and lead themselves. This session will examine the needs of the business, what people want from their leader and what qualities a leader has to motivate themselves. Participants will be able to assess themselves and identify the areas they need to develop to be more effective.

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*.

FEB 13: GET THE MOST FROM YOUR 'B' AND 'C' PLAYERS WHILE DEVELOPING YOUR HIGH PERFORMERS - BILL HAWKINS

This program will focus on strategies and tactics for coaching two key employee groups found in every organization: the 'high-potentials' and the 'B and C' players. High potential employees have different needs than the B and C players on your team. This session will focus on how to coach, motivate and develop each individual on your team for maximum effectiveness. Participants will learn systems and methods to develop high potentials for current and future success. We will also analyze coaching techniques designed to get the most from B and C players.

Bill Hawkins specializes in leadership effectiveness and organizational change. In association with the Alliance 4 Strategic Leadership: Coaching and Consulting, he has conducted leadership training in over twenty *FORTUNE* 500 companies in seventeen countries. Listed in *Who's Who in International Business*, he is a contributing author in the Peter Drucker Foundation book *The Organization of the Future*.

MAR 20: 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 11: DEALING WITH DIFFICULT PEOPLE: BRINGING OUT THE BEST IN OTHERS - DR. RICHARD BRINKMAN

To help participants increase their communication flexibility, this session will focus on the three keys to unlocking successful communication. First, we will consider what motivates people to behave the way they do. Second, we will explore the communication skills we use unconsciously with people who get along with us, and then learn how to consciously use those skills with difficult people. Finally, we will see how to deal with 10 types of behavior that make certain people unbearable to work with.

Dr. Rick Brinkman is the developer of Conscious Communication™ trainings and the principal of Rick Brinkman Productions, Inc, a training and development company. He is author of numerous books including the international bestseller published by McGraw-Hill, *Dealing With People You Can't Stand*, *How to Bring Out the Best in People at Their Worst*, which has been translated into 15 languages.

APR 25: FINANCIAL DIMENSIONS OF DECISION MAKING - DR. THOMAS MONAHAN

This program will provide participants with increased understanding of how to better utilize financial measures in making business decisions. The course will introduce valuation concepts that provide the basis for decision making in both financial and corporate environments. The course will be broken down into three parts with short lectures introducing each part followed by short cases that will be solved in small groups of participants that will apply the concepts covered in the lecture.

Dr. Thomas Monahan is the John M. Cooney Professor of Accounting and former Dean of the Villanova University School of Business. He has published numerous articles on various topics including cash flow analysis, capital budgeting, inflation accounting, and strategic planning. Dr. Monahan has consulted for, and conducted programs for, over 50 major organizations around the world.



Detroit 2012

MAY 10: THE ART OF LISTENING, THE POWER OF SPEAKING: SHARPENING YOUR COMMUNICATION EDGE - DR. TERRY PAULSON

In the age of empowerment, teamwork and constant change, there is no more valuable skill for leaders to develop than effective communication. In this workshop you will learn how to quickly connect with an audience, how to sell people on listening, how to keep your presentation from sounding rehearsed even when it is, and how to craft a message that gets results. You'll learn how to deal with tough audiences and how to use humor, participation and stories effectively.

Dr. Terry Paulson is the author of *50 Tips for Speaking Like a Pro*, *Paulson on Change*, and *They Shoot Managers, Don't They?* Since founding Paulson & Associates in 1974, Dr. Paulson has conducted management programs for 3M, Hughes Aircraft, IBM, Merck, Nissan Canada, and hundreds of other organizations.

JUN 7: MAKING BETTER DECISIONS THROUGH INNOVATIVE PROBLEM SOLVING - DR. PHILIP ROGERS

The purpose of this session is to show attendees how their organizations can use desktop tools to make better decisions in a wide area of business problems. With the ability to change parameters easily and conduct "what if?" analyses, attendees will see how sensitivity analysis can be used to gain valuable insights into the economic implications of the solutions. Bottom line: Executives and managers will gain an excellent appreciation for how desktop tools can be used to improve the quality of decisions made in their companies.

Dr. Philip Rogers is a clinical assistant professor in the Decision and Information Sciences Department of the University of Houston where he teaches courses in statistics and executive decision making. Dr. Rogers spent 33 years at ExxonMobil where he developed many sophisticated mathematical models that were used to optimize a wide variety of the corporation's business operations.

JUL 19: FIRED UP LEADERSHIP: MAXIMIZING ENGAGEMENT, ALIGNMENT AND PERFORMANCE - MICHAEL LEE STALLARD

Sharing knowledge integrated from research in multiple fields, including neuroscience, organizational behavior, psychology, sociology, history and his firm's proprietary research Mr. Stallard describes the "The Connection Culture" that every organization needs to thrive for sustained periods of time. During this session, you will learn: what motivates individuals to give their best efforts; the six human needs to thrive; the five elements of a Connection Culture; and best practices of individuals who create Connection Cultures.

Michael Lee Stallard is a leading authority on leadership and teams as they relate to employee and customer engagement. He is the co-founder, president and CEO of E Pluribus Partners, a consulting firm that specializes in helping leaders create "Connection Cultures" to form strong bonds among the management, employees and customers of an organization.

AUG 14: NORMAL ISN'T ALWAYS HEALTHY: THE LINK BETWEEN STRESS AND PERFORMANCE - BOWEN WHITE, M.D.

Doing what comes naturally - what millions of years of evolution have programmed us to do - may be perfectly normal, but it's not necessarily healthy. Where, in the headlong "progress" of the human race, do you really fit in? Take a minute to find out, and find yourself, in this workshop devoted to the proposition that a whole, healthy, heartfelt life is something that each of us must and can learn-and earn-anew. This workshop will open your eyes to a whole new perspective on balancing work and life.

Bowen White, M.D. author of *Why Normal Isn't Healthy*, has the talents and expertise of a physician, speaker, consultant, and author. As an organizational physician and an associate of the Patch Adams Group, Dr. White emphasizes the need for individuals to take responsibility for their own health and well being and helps organizations create productive and healthy workplaces.

SEP 12: THE POWER OF STRATEGIC THINKING TO DRIVE GROWTH AND SUCCESS - KAIHAN KRIPPENDORFF

In this seminar, Mr. Krippendorff teaches the five key strategies that have been proven to drive growth, and will show participants how to build their own organizational playbook filled with time-tested approaches. This unique program blends fundamental strategic concepts with cognitive science, systems thinking, and Eastern philosophy into a practical set of tools. He will introduce the role that strategic narratives play in business strategy, and attendees will leave with a set of tools to help them consistently identify and seize opportunities others overlook.

Kaihan Krippendorff is the creator of The Fourth Option™ approach, a strategic methodology that teaches executives and businesses how to seize opportunities others ignore, unlock innovation, and build strategic thinking skills. A former consultant with McKinsey & Co., he has spent over a decade studying corporate conflict.



Detroit 2012

SEP 27: CREATING YOUR OWN SUCCESS: THE POWER OF A POSITIVE ATTITUDE - DR. ED FOREMAN

This session is a unique, comprehensive habit-improvement program that mentally, physically, and emotionally improves your sphere of living. The program teaches specific techniques for making this an automatic part of your subconscious mind. It will help you eliminate self-defeating behavior and improve your self-confidence through positive, success-generating habits, putting you on the road to greater achievement and a more rewarding life. This one-day format highlights the popular three-day Successful Life Course featured positively on CBS News' *60 Minutes*.

Dr. Ed Foreman has been recognized for his remarkable leadership, and counseling of more than 30,000 graduates of his renowned, life-enhancing SUCCESSFUL LIFE course. Dr. Norman Vincent Peale, author of *The Power of Positive Thinking* said, "Ed Foreman is a highly inspirational person. I'd like to be exposed to him more often. There is truth, meaning and life in what he teaches."

OCT 23: CHALLENGING CONVERSATIONS: HOW TO LISTEN AND SPEAK WITH CONFIDENCE - PAUL HELLMAN

It's tempting to avoid difficult conversations at work. They feel uncomfortable; they seem risky. The issue is how to conduct these conversations with skill. In this program, you'll identify a specific, challenging conversation that you intend to have at work in the next 30 days; then you'll learn the skills to manage it effectively. Throughout the workshop, you'll apply new tools, tactics and techniques to your situation. The purpose of the workshop is to jumpstart your conversation.

Paul Hellman is the author of *Naked at Work: How to Stay Sane When Your Job Drives You Crazy* (Penguin) and *Ready, Aim, You're Hired!* (Amacom). He has taught MBA courses at Northeastern University, and organizational psychology courses at Bentley College, where he was nominated twice by the management department for an outstanding teacher award.

NOV 8: INFLUENCE AND ACTION: THE CORE OF LEADERSHIP - DR. ROBERT BIES

Leaders are expected to influence others, including their team, their superiors, and managers in different departments, as they build support for change and implement new programs. This seminar will examine the qualities and skills of leaders who get "extraordinary" things done under tight time and resource constraints. This seminar will discuss how to get people to embrace change, how to build trust and credibility, how to manage the politics of relationships, and how to inspire those around leaders to follow their lead.

Dr. Robert Bies (Ph.D., Stanford University) is Professor of Management and Founder of the Executive Master's in Leadership Program at the McDonough School of Business at Georgetown University. In addition, he is coauthor of the book, *Getting Even: The Truth About Workplace Revenge-And How to Stop It*, which is published by Jossey-Bass.

DEC 5: THE EMOTIONALLY INTELLIGENT LEADER: HOW YOUR EI DETERMINES YOUR EFFECTIVENESS AND SUCCESS - DR. HENDRIE DAVIS WEISINGER

As the business environment continues to change, emotional intelligence skills will become increasingly important in determining who succeeds and who fails. This presentation will help participants develop the emotional intelligence competencies required by a position of leadership. Participants will assess, develop, and apply their own emotional intelligence and will learn how to cultivate emotional intelligence in their organization.

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.