



Los Angeles 2012

JAN 25: THE LEADER'S ROLE AS TEACHER, COACH AND MENTOR - DR. EDWARD BETOF

This program provides an opportunity to understand the value of, learn and practice, a wide range of leader-led, teaching, coaching and mentoring methods that are applicable for many types of organizations. In today's busy and competitive business world, leader-led teaching, coaching and mentoring practices are inconsistently implemented. These inconsistencies create missed developmental opportunities that can have significant effects on individual and overall business performance.

Ed Betof Ed.D. is a Senior Fellow, Human Capital, at The Conference Board (TCB). In this role, he supports the Human Capital Practice that includes The Human Capital Exchange™, research, and other initiatives in a broad spectrum of human capital areas. He is the author of *Leaders as Teachers: Unlock the Teaching Potential of Your Company's Best and Brightest* (2009).

FEB 16: THE POWER OF COLLABORATIVE LEADERSHIP - DR. CAROL KINSEY GOMAN

The leader's new role is to encourage employees to see themselves as empowered and valued contributors - and to help them build their knowledge base, expand their personal networks, and to offer their ideas and perspectives in service of a common goal. Collaborative leaders must understand how to create an environment in which people choose to participate and contribute. Inspiring, interactive and energizing, this session will give you the insight and skills to build collaborative relationships within your team and throughout the organization.

Dr. Carol Kinsey Goman is an executive coach, management consultant, and keynote speaker for corporations, associations and government agencies. Clients include over 100 organizations in 24 countries. She is the founder of Kinsey Consulting Services, which focuses on coaching executives in leadership communication and the hidden impact of body language.

MAR 6: DEALING WITH DIFFICULT PEOPLE - DR. RICK KIRSCHNER

Dealing with people at their worst is something we all do everyday, but that doesn't make it any easier. In this humorous, informative seminar, Dr. Kirschner shows you how to take the pain out of dealing with problem people by revealing the attitudes and behaviors that will help you solve people problems. This presentation shifts the focus from being reactive to proactive, from struggling with people to building relationships with them, from seeing what's wrong to doing what is right.

Dr. Rick Kirschner is a best-selling author and respected authority who offers a powerful approach to dealing with change and communication that unlocks creativity, enhances teamwork and leadership, increases commitment, service and innovation. He is the coauthor of the international bestseller, *Dealing With People You Can't Stand: How To Bring Out The Best In People At Their Worst, Life By Design, and Love Thy Customer*.

MAR 21: CREATE LIKE DA VINCI, INNOVATE LIKE EDISON - MICHAEL GELB

This dynamic, highly-interactive program brings da Vinci's genius to life through fascinating biographical and historical information, setting the stage for an introduction to seven principles for thinking "a la Leonardo." Leonardo was probably the most creative person who ever lived but Thomas Edison is history's greatest practical innovator. Personal success and fulfillment requires you to learn how to think like an innovator; and, for your organization to be successful, innovation is now more important than ever.

Michael Gelb is a pioneer in the fields of creative thinking, accelerated learning and innovative leadership. He leads seminars for organizations such as DuPont, IBM, Merck, Microsoft, Nike, and YPO. He brings more than 30 years of experience as a professional speaker, seminar leader, and organizational consultant to his diverse, international clientele.

APR 17: MANAGING COMPETING DEMANDS: GETTING IT DONE AND HAVING A LIFE - DAVID POSEN, M.D.

The objectives of this dynamic, interactive session are to help participants: (1) develop a clear picture of the Work-Life Balance they would like to achieve; (2) identify obstacles that stand in the way of achieving their desired balance; (3) develop a repertoire of action strategies and tools for overcoming current obstacles and any that may arise in the future; and (4) develop their own personal action plan which is concrete, practical and achievable.

David Posen, M.D. is the author of three best-selling books: *Always Change a Losing Game*, *Staying Afloat When the Water Gets Rough* and, most recently, *The Little Book of Stress Relief*. Dr. Posen has spoken widely to education, government, business and professional groups across North America.

FOR RESERVATIONS PLEASE CONTACT: Michael Alley
Phone: (310) 478-0207 e-mail: losangeles@ims-online.com Web: www.ims-online.com/losangeles



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MAY 2: 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.

MAY 23: REACHING FOR THE NEXT LEVEL: THE KEY IS MOTIVATION, COOPERATION AND TRUST - DR. ALAN ZIMMERMAN

The best organizations know they must engage the entire employee. To do that, however, the organization must build a high-achievement, trust-filled culture. If that's what you want, this program is for you. Rather than focus on dry theory and speculation, this program will provide the exact tools you need to create the work environment you want. You will learn simple but powerful skills that you can take back to the job and use immediately. You will learn how to build trust, inspire others, and invite their full cooperation.

Dr. Alan Zimmerman is the founder and President of ZCN, a training and consulting firm. He has delivered more than 3,000 management development programs over the last 15 years to such clients as 3M, Ernst & Young, Prudential, Target, US Steel and numerous others. He has taught for 16 years as a university professor and has been named an Outstanding Faculty Member at two institutions.

JUN 12: THE IDEA-DRIVEN ORGANIZATION: TAPPING EMPLOYEE IDEAS TO IMPROVE PERFORMANCE - DR. ALAN ROBINSON

This seminar will show you how the best managers and organizations encourage, collect and implement large numbers of employee ideas. It will show you the principles involved, the benefits you can expect, and the pitfalls you could meet along the way and how to avoid them. Front-line ideas are a powerful engine that can help you attain performance excellence and generate sustainable competitive advantage. The best leading indicator of your unit's future performance is the number of implemented ideas you are getting right now.

Dr. Alan Robinson, coauthor of *Corporate Creativity* and *Ideas Are Free*, is one of the foremost experts in the world on managing ideas, creativity and innovation. His books have been translated into seventeen languages. A sought-after speaker, trainer and consultant, he has helped more than a hundred organizations in fifteen countries, and his research has taken him to hundreds more.

JUL 17: 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.

AUG 15: LEADING MULTIPLE GENERATIONS IN THE WORKPLACE - DR. JAN FERRI-REED

The Millennial generation (also known as Generation Y) is entering the workforce by the millions. As they settle into cubicles 'next door' to their predecessors, a pronounced culture clash between the four generations (Matures, Boomers, Gen X and Millennials) - each with its own unique characteristics and expectations - is inevitable in the workplace. This session will provide leaders with insights and strategies for engaging all generations and for enhancing intergenerational communication, productivity and results.

Dr. Jan Ferri-Reed is a seasoned consultant and President of KEYGroup®, a 28-year Pittsburgh-based speaking, education and assessment firm. She has presented a variety of programs to thousands of managers and employees in a diverse range of organizations across the globe. She provides guidance, wisdom and wit to leaders who want to create productive and profitable workplaces.



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SEP 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*.

OCT 3: INCREASING YOUR PERSONAL EFFECTIVENESS - DR. WOLF RINKE

Today's rapidly changing workplace requires managers to leverage the talents and brain power of their team members. This energizing, highly interactive session will provide you with practical tips, tools, and proven strategies for developing powerful interpersonal skills. You will learn how to fulfill the potential of yourself and your team members, increase the level of trust, boost morale, and build a peak performance workplace.

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 audio and video programs, numerous CPE programs and bestselling books.

OCT 16: 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.

NOV 7: THE ONE-DAY MBA: TOOLS FOR MAKING THE BEST DECISIONS - DR. NOAH BARSKY

All managers need a broad perspective to effectively deal with the complex challenges they face daily. To develop this skill, this one-day seminar presents many of the tools and techniques found in MBA programs today. Specifically, participants will examine how basic business processes drive financial results, learn how effective risk management can improve business planning and decision making, and explore how financial and non-financial measures can best be used to evaluate operating results.

Dr. Noah Barsky is currently a professor at the Villanova University School of Business, and periodically teaches as a visiting professor for the INSEAD MBA program in Europe. His research and teaching focus on performance measurement, business planning, risk assessment, and contemporary financial reporting issues.

DEC 6: ORGANIZATIONAL SAVVY: INCREASING YOUR INFLUENCE AND IMPACT - DR. RICK BRANDON

This workshop adjusts attitudes about power and politics, confronts naiveté about organizational dynamics, and provides practical strategies for building organizational impact. Those strategies include ethical lobbying, addressing hidden agendas, promoting yourself with integrity, and respecting turf and ego. This session is designed to benefit those well-intentioned individuals whose lack of political skills leaves them vulnerable to being underestimated, sabotaged, and denied credit for their ideas and work.

Dr. Rick Brandon has 30 years of performance improvement experience and has educated over 100,000 people in workshops and speeches. He owns Brandon Partners, offering workshops on corporate politics and managerial motivation. Dr. Brandon earned a Ph.D. in counseling at the University of Arizona, an M.A. in education from St. Lawrence University, and a B.A. in psychology from Case Western Reserve.