



# London 2012

## JAN 24: A NEW FRAMEWORK FOR PROBLEM SOLVING: TOOLS AND INSIGHTS FOR LEADERS - PROF. KEITH GRINT

This session will consider why we generally find change so difficult and what we might do about this problem. It begins by setting out a general framework for considering different categories of change, *Tame Problems*, which we associate with Management as a decision style, *Critical Problems* which we associate with Command, and *Wicked Problems* we associate with Leadership. Participants will then go on to consider the role of organizational culture in change and explain why so called 'Elegant' (internally coherent) cultures are fine for fixing *Tame* and *Critical Problems* but insufficient to address the more intractable *Wicked Problems*. These need *Clumsy Solutions* that transcend the boundaries of elegant cultures and require a more practical and experimental approach.

**Prof. Keith Grint** is Professor of Public Leadership at Warwick University. Before that he was Professor of Defence Leadership at Cranfield University and Deputy Principal at the Defence College of Management and Technology within the Defence Academy in Shrivenham. He is a founding co-editor of the journal *Leadership* published by Sage and founding co-organizer of the International Conference in Researching Leadership.

## FEB 14: 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.

## MAR 06: 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.

## MAR 22: GETTING TO THE HONEST TRUTH: IMPROVING LEADERSHIP, COMMUNICATION AND TEAMWORK - STEVEN GAFFNEY

One of the top problems in the work world today is the failure to distinguish what is "noticed" (the facts of the situation) from what is "imagined" (opinions, thoughts, evaluations, conclusions). Think of how often people operate and make decisions as if their opinions are fact rather than exploring the real truth. This misdiagnosis becomes even more exacerbated when people have different agendas, goals, and backgrounds. This workshop will demonstrate tools and techniques for improving open, honest communication and provide a forum to practice them.

**Steven Gaffney** is one of the most sought-after experts on honest, interpersonal communication strategies and solutions to increase team collaboration and performance, sales, and profits. He works directly with top leaders in *FORTUNE* 500 companies, governmental agencies, the military, and unions, as well as with speakers, writers, entertainers, teachers, parents, and couples.

## APR 20: 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 15: 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."

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**JUN 12: THE SUMO PRINCIPLES OF LEADERSHIP - PAUL MCGEE**

In this highly interactive and practical workshop, Mr. McGee will explore his main SUMO (Shut Up, Move On) principles and how they impact our ability to inspire others. His principles relate to any leader whose organisation would benefit from taking a fresh look at the following five key areas; Change, Relationships, Attitude, Motivation and Stress. Building on his background in behavioural and social psychology, he will give us time to reflect upon our behaviour and that of others and identify what hinders our effectiveness.

**Paul McGee** is an international speaker, best-selling author and creator of the brand SUMO: Shut Up, Move On. Building on his background in psychology, he brings a fresh perspective to common sense. His goal is simple. He wants to help people achieve better results in life and have more fun in the process, as he seeks to deliver a memorable, motivational, moving-on experience.

**JUL 17: 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.

**AUG 22: KEEPING PEOPLE MOTIVATED AND ENGAGED IN AN AGE OF INSTABILITY - DR. ROBERT BIES**

This program will focus on the key leadership skills necessary for you and your team to survive - and, yes, even thrive - in this age of instability. Specifically, this session focuses on strategies and techniques for communicating more effectively in times of change, including better ways to deliver bad news and ways to keep team performance strong in the face of adversity. We will identify motivational techniques that can sustain and energize your people - and yourself - in the most difficult of times.

**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.

**SEP 18: 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.

**OCT 2: USING PERFORMANCE-BASED COACHING TO MAKE YOUR BEST PERFORMERS EVEN BETTER - BILL HAWKINS**

This session will focus on how to be an effective coach. A profile of "Coaching for Behavioral Change" will be presented and participants will learn the latest techniques for encouraging feedback to develop others (and to develop themselves). Participants will learn how to apply key concepts. The latest research on feedback and follow-up will be used to show leaders how to coach in a way that produces "guaranteed" results for both individuals and teams.

**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*.

**NOV 8: BREAK THROUGH THE OVERWHELM: FOCUSING ON WORK THAT MAKES A DIFFERENCE - MICHAEL BUNGAY STANIER**

What if you, your team and your organization could do more Great Work and less of the busywork? In this practical, interactive workshop you'll: Come to grips with the difference between Good Work and Great Work; understand the key three characteristics you need to do more Great Work; find clues to your own Great Work; tap into the power of projectization; learn how to better balance the demands of your organization; and identify five practical ways to stop the busywork.

**Michael Bungay Stanier** is the founder and Principal of Box of Crayons ([www.BoxOfCrayons.biz](http://www.BoxOfCrayons.biz)), a company that works with organizations and teams around the world to help them do less Good Work and more Great Work. Box of Crayons' clients range from AstraZeneca to Xerox and are based in North America, Europe and Australia.

**DEC 4: THE ONE-DAY MBA: TOOLS FOR MAKING THE BEST DECISIONS - DR. NOAH BARSKY**

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**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.

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