



Amsterdam 2012

JAN 24: LEADING AND WORKING WITH REMOTE AND MULTICULTURAL TEAMS - SPIROS SERPANOS

Different management techniques and skills are required to keep team members motivated, productive, and on track when working in different time zones, and in different circumstances and environment. This workshop examines some techniques and best practices and identifies opportunity areas where they can be adapted to meet the specific needs of the participants. Participants will be able to better appreciate the increasing need for remote teams in "Doing Business" and managing projects globally.

Spiros Serpanos is director of School of Work, a consulting and training company, based in Brussels which focuses on the challenges of "Doing Business Globally". He moved to the US from his native Greece when he was a teenager and has since worked and lived around the world. As of 2007, he is involved in global business consulting, training and corporate workshop facilitating and MBA lecturing.

FEB 9: 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 29: 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 25: 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 24: DRIVING BUSINESS RESULTS: THE SEVEN STEPS TO FINANCIAL ACUMEN - DR. THOMAS MONAHAN

This session will explore the impact of finance in decision making and in the development of strategic initiatives. Understanding the role of profitability, cash flow, risk, cost drivers, etc., in creating firm value will be emphasized. Also, significant emphasis will be placed on how the non-financial manager can utilize financial information through a teamwork approach to decision making. The role of cost drivers and strategic cost analysis in a Value-Based Management system will also be discussed.

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.

JUN 5: MAINTAINING FOCUS AND DRIVE IN A WORLD OF STRESS, MULTITASKING AND NONSTOP CONNECTIVITY - DR. THEO COMPERNOLLE

This workshop aims primarily at the understanding of stress and its relationship with resilience and performance at these three levels. Special attention will be given at the impact of and coping with multitasking, being always connected, information overload and open-offices. The program is very interactive and flexible. Starting from the basic framework, the participants get much freedom to steer the workshop in the direction of their own interests and needs.

Dr. Theo Compennolle born in Bruges, Belgium originally trained as a medical doctor, neuropsychiatrist and psychotherapist. He became an expert on the emotional and relational aspects of leadership and the enhancement of resilience of executives, executive teams and organizations. He is the Suez Chair on Leadership and Personal Development of the century old Solvay Business School of the Université Libre de Bruxelles.

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JUL 4: TRANSITIONING TO MANAGEMENT: LEADING PROFESSIONAL AND EXPERT-BASED GROUPS - PETER KREMB

This session will help participants define and distinguish leadership and management responsibilities in a technical or professional group or team. The session will also address how to first understand and then adapt to some of the unique motivational interests and viewpoints among technical and professional experts a leader is likely to encounter. Those in lead positions, technical project managers or those who have recently moved into managing a technical or professional function will find this session most helpful.

Peter Krembs helps technical and professional experts navigate transitions into leadership and executive roles as a seminar leader and executive coach. He is a Fellow in Executive Education at the Carlson School of Management at the University of Minnesota, and faculty member of the Center for Character Based Leadership. He is also the coauthor of *On-The-Level: Performance Communication that Works*.

AUG 30: DEVELOPING LEADERSHIP CHARISMA: GETTING NOTICED WHEN AND WHERE IT COUNTS - DEBRA BENTON

The most capable don't always succeed; the ones who project their ability do. You can be the brightest in your business specialty and produce measurable results, but if you aren't consistently effective with people, it is very difficult to project your influence. In this seminar you'll acquire new tools to develop your own style of strong and directive executive effectiveness and leadership. You'll learn how the best think, act, and relate to others on a whole new level - to both get pulled up from above and pushed up from below.

Debra Benton, author of *Executive Charisma* is an executive coach and international speaker. Her clients include standout companies like Pepsi, Hewlett-Packard, IBM, Kraft, and Lockheed-Martin. She is regularly featured in *FORTUNE*, the *Wall Street Journal*, the *New York Times*, and has appeared on CNN, Today Show, Good Morning America, and the CBS News with Diane Sawyer.

SEP 28: 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*.

OCT 10: ACQUIRING AND LEVERAGING NEW CAPABILITIES: THE NEW ORGANIZATIONAL IMPERATIVE - DR. DAVID LEI

Rapid environmental change emanating from a number of different fronts (technology, customers, competitors, and globalization) have pushed firms to become more ambidextrous in their approaches to innovating new products and services while sustaining their profitability. Tomorrow's firms will need organization designs and approaches that promote both new ways of thinking as well as strong execution. In this workshop, we explore how firms from a variety of industries have attempted to reinvent themselves to build leading market positions.

Dr. David Lei is Associate Professor of Strategy and Entrepreneurship at the Edwin L. Cox School of Business at Southern Methodist University in Dallas, Texas. He has taught classes on competitive strategy, strategic alliances, innovation, managing in high-technology industries and organization design to a variety of participants across different MBA programs and executive education seminars.

NOV 14: 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), 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: LEADING WITHOUT COMMANDING - DR. FILIP VANDENDRIESSCHE

The seminar deals with two paradoxes: Paradox 1 - How to stay in control and create room to manoeuvre?; Paradox 2 - How to stay in control without figures? The advice is: Don't manage by figures, manage by vision. Participants will learn how to evolve from quantitative to qualitative verifiable targets. Prior to the seminar participants receive a self scan. With the self scan they receive feedback on their leadership style. "Am I an Input or an Output manager?" In this interactive seminar we alternate constantly between theory and practice.

Dr. Filip Vandendriessche has developed a sound and efficient leadership concept, The Management Funnel, which provides assistance to managers to develop a change-strategy that enables the avoidance of conflict and resistance to change. The Dutch translation of his book, *Leading Without Commanding*, was nominated the management book of the year in 2006.

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