



# Scotland 2012

## **JAN 27: 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.

## **FEB 15: 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 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 20: 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 19: 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 17: 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."

## **JUN 8: AEROBICS FOR THE MIND: EXERCISING YOUR CREATIVE POWERS - TONY BUZAN**

This session will provide an "operator's manual" for the mind. Through innovative concepts and techniques, you will learn to achieve higher levels of creativity, clearer thoughts, increased concentration, and more concise communications. We will examine how Mind Mapping can lead to improvements in your mental abilities. We will discuss simple techniques for remembering names, facts, and figures, and we will explore how to apply the methods used by the great minds in the business, sport and creative worlds.

**Tony Buzan** has written over 80 books, including *The BrainSmart Leader* and *The Mind Map Book*, making him the BBC's best-ever-selling international author. His work has been published in 100 countries and 30 languages. He is a former Editor of The International Journal of MENSEA, Founder of The Brain Trust, and originator of Mind Maps®. He has also worked with numerous *FORTUNE* 500 organizations.

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## **JUL 19: 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 23: 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.

## **SEP 20: 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 25: EXPLORING NEW MINDSETS FOR A NEW WORLD: THE CHANGING RULES OF STRATEGY - PROF. GORDON HEWITT, CBE**

Prof. Gordon Hewitt will lay out a practical framework that demands a fundamental rethinking of: (1) what competition is now all about in today's complex global markets; (2) what strategy needs to be about, and how to give it credibility; and (3) what top managers need to do to steer their companies through uncharted competitive territory. Prof. Hewitt will also demonstrate why retreating to the "core" and improving incremental efficiency is not good enough.

**Prof. Gordon Hewitt CBE, FRSE** is Adjunct Professor of Business Administration, and formerly Distinguished Visiting Professor of International Business and Corporate Strategy, at the Ross School of Business, University of Michigan. His interests cover the fields of global competition, corporate strategy, and the value added of executive leadership.

## **NOV 9: 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 6: 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.

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