



Washington, D. C. 2010

JAN 28: AUTHENTIC LEADERSHIP FOR WOMEN - ROBIN GERBER

Influential and successful leaders like Eleanor Roosevelt or Washington Post publisher, Katharine Graham, were true to their core values and beliefs. They led through personal conviction, gaining power beyond their formal authority. Participants will examine their personal value propositions, assess their strengths and identify their leadership style. Questions and practice sessions will focus on leadership challenges drawn from participants' experience. Participants will leave this session empowered to be authentic leaders.

Robin Gerber's books are used in leadership development courses and corporate programs across the United States. She is also a lawyer and senior faculty for the Gallup Organization, and a senior fellow in Executive Education at the Robert H. Smith School of Business, University of Maryland, College Park. She is a national commentator on women, leadership and politics.

FEB 26: THE LEADER-COACH: PERFORMANCE IMPROVEMENT ONE CONVERSATION AT A TIME - GREGG THOMPSON

Effective coaching requires leaders to establish meaningful relationships in which they can engage in uniquely positive, candid and demanding conversations aimed at producing significant performance improvements. This seminar incorporates the very best practices employed by professional coaches and draws upon our extensive knowledge of experiential leadership development. Taught through a series of lectures, interactive exercises and practices, workshop participants will also be guided through The Leader As Coach model.

Gregg Thompson is a facilitator, coach, author and speaker with a passion for developing the greatness in individuals and organizations. As president of Blueprint Leadership Development, he leads a talented group of worldwide professionals who design and deliver challenging educational experiences that accelerate the natural development of leaders.

MAR 19: MANAGING WITHOUT AUTHORITY: THE USE OF POWER AND INFLUENCE - DR. CHARLES DWYER

The bulk of our frustrations comes from our dealings with people. If we are to succeed in the organization, we must work effectively with subordinates, peers, superiors, and often with boards, owners, investors, bankers, clients, and many others. During this session we will examine the principles of human influence (principles we have all been using throughout our lives) and learn how to apply them to the task of managing people. Specific techniques and tools for applying these principles will be presented, along with a variety of examples.

Dr. Charles Dwyer is the Director and Senior Research Analyst for the Management and Behavioral Science Center at The Wharton School. He received the Lindbach Award for Distinguished Teaching from the University of Pennsylvania. The author of two books, he has also taught at Cornell, Johns Hopkins, Temple University, and St. Joseph's College.

APR 7: KEEPING PEOPLE MOTIVATED AND ENGAGED IN AN ENVIRONMENT 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 co-author of the book, *Getting Even: The Truth About Workplace Revenge-And How to Stop It*, which is published by Jossey-Bass.

APR 16: MANAGING UNCERTAINTY: USING DYNAMIC SCENARIOS TO IMPROVE RESULTS - DR. KATHY PEARSON

The uncertainties we face often obscure the best, most exciting opportunities available to us. Seeing beyond such uncertainties requires a very different approach to project management and implementation. Dr. Pearson's workshop will teach you how to: (1) develop and analyze multiple project scenarios; (2) craft nimble strategies with just the right amount of flexibility; (3) implement those strategies using an options approach; and (4) make real-time adjustments through dynamic monitoring.

Dr. Kathy Pearson is an adjunct associate professor in the Operations and Information Management Department at The Wharton School. She has taught Operations Management in the MBA program and Executive Master's of Technology Management programs as well as Probability and Statistics, Simulation Modeling, and other courses for the department and the University of Pennsylvania.

MAY 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.

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JUN 3: LEADING THROUGH INFLUENCE: PARADOXES AND MYTHS - DR. PETER HAMMETT

This session will explore several myths and paradoxes of senior leadership. While the use of excessive power and influence can get things done, do we view it as good leadership? How do leaders push for creativity and innovation while trying to maintain operational excellence standards? Can 'gifted' leaders take time to develop the next generation of leaders? This session examines the multiple influences that affect the behavior of executives and how to manage these conflicting influences.

Dr. Peter Hammett has over 20 years experience in areas such as operations, technology, strategic planning, sales and business process Reengineering. His book, *Unbalanced Influence*, focuses on the myths and paradoxes of effective executive leadership. He holds a doctorate of Strategic Leadership from Regent University and a master's in Business Administration from Wilmington University.

JUL 16: LEADING VS. MANAGING: THE DIFFERENCE IS KEY TO YOUR SUCCESS - PAUL BRIDLE

Effective leaders empower people in a way that prompts them to take ownership for their role and responsibility for their actions. Leaders also know what they need to do to get people to respond to them. What do successful organizations do to create in their people the ability to take ownership? How do leaders move from managing to leading so that people will follow? This session will not only give an insight into what successful organizations do, but will give practical tips on how to achieve it.

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. Mr. Bridle is the author of *Leadership; The Never Ending Story*, *Question Your Thinking*, and *Things I Have Learnt from my Father/Son*.

AUG 19: BUILDING RESILIENCE AND AGILITY FOR CHALLENGING TIMES - DR. JAN FERRI-REED

Balancing work and personal life in a 24-7 environment amidst tumultuous corporate change is no small task. Leaders who build their personal resilience are able to rise above the chaos, creating a means for maintaining drive and stamina while finding opportunities to relax, restore and rejuvenate. This is a must-attend session for leaders who want to increase their personal energy, focus and performance. You will also gain techniques for translating personal practices into team synergy 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.

SEP 13: THE ONE-DAY MBA: TOOLS FOR MAKING BETTER 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 to best be used to evaluate operating results.

Dr. Noah Barsky is a faculty member in the College of Commerce & Finance at Villanova University. He is author of *The Manager's Guide to Financial Statement Analysis* (John Wiley, 2001), *Determinants of Budgetary Influence and Involvement* (Garland Press, 1999), *Financial Accounting* (Thomson Learning, 2000), and *Management Accounting: A Business Planning Approach* (Houghton Mifflin Company, 2005).

OCT 4: BREAKTHROUGH IDEAS: HOW TO THINK STRATEGICALLY - DR. JULIA SLOAN

This session will explore a break-through way of looking at strategy and focus on how we actually learn to think strategically. Four key issues are addressed in this seminar: Why do organizations need strategic thinkers? What is a strategic thinker? Who is a strategic thinker? And how can strategic thinking be developed? You'll learn to re-define your thinking about strategy and practice some techniques for becoming more agile and innovative in your thinking about strategy.

Dr. Julia Sloan, author of the definitive book *Learning to Think Strategically*, is widely recognized for her pioneering work in the application of complex cognitive theory to everyday global strategic thinking practice. Her work draws upon more than two decades of her own expatriate corporate experience working on strategy to align the business agenda with prevailing economic, cultural and social issues.

NOV 18: THE SUMO PRINCIPLES OF LEADERSHIP - PAUL MCGEE

In this highly interactive and practical workshop, Paul 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, Paul 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 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.

DEC 9: MEASURING AND MANAGING PERFORMANCE: THE TWO ESSENTIAL INGREDIENTS FOR SUSTAINING EXCELLENCE - MARK GRAHAM BROWN

This workshop will provide the skills your need to evaluate your existing performance metrics, and to develop a well-balanced set of measures linked to your vision, key success factors and overall strategic plan. You will learn how to select metrics that balance the needs of shareholders/stakeholders, customers, and employees.

Mark Graham Brown is the author of *Winning Score: How to Design Organizational Scorecards*, and *Beyond the Balanced Scorecard: Improving Business Intelligence with Analytics*, as well as two best-selling books on the Baldrige Award criteria. He is also co-author of *Rx for Business: Troubleshooting Organizational Change Programs*, and *Why TQM Fails and What to do About It*.

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