



Washington D. C. 2012

JAN 24: 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.

FEB 14: 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.

MAR 22: CRITICAL DECISION MAKING: THE ROLE OF CONSTRUCTIVE CONFLICT - PROF. MICHAEL ROBERTO

Through fascinating examples from history, including the Bay of Pigs, Cuban Missile Crisis, and the tragedy on Mount Everest, this workshop will explore the following: the five myths of executive decision making; how to foster open debate; how to achieve "diversity in counsel, unity in command"; how to move to closure: overcoming the inability to decide; avoiding "analysis paralysis" and other pitfalls; how to gain the whole-hearted commitment to act; and how to address hidden doubts that could undermine your final decision.

Prof. Michael Roberto is the Trustee Professor of Management at Bryant University in Smithfield, RI, where he teaches leadership, managerial decision-making, and business strategy. His book, *Why Great Leaders Don't Take Yes For An Answer*, was named one of the top 10 business books of 2005 by *The Globe and Mail*, Canada's largest daily newspaper.

APR 19: 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*.

MAY 15: 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.

JUN 7: INFLUENCE WITH IMPACT: A GAME PLAN FOR SUCCESS - RICHARD LEPSINGER

This session will cover high-impact strategies to influence and gain commitment from others effectively. The session will be highly interactive and provide practical tools and techniques to enhance your ability to gain support for your ideas and initiatives. Participants will complete the Influence With Impact self-assessment to better understand which influence tactics they use most frequently. Case studies will provide an opportunity for participants to practice using the key concepts and models before applying them to an on-the-job situation.

Richard Lepsinger is President of OnPoint Consulting and the focus of his work has been on helping organizations close the gap between strategy and execution. He has addressed executive conferences and made presentations to leadership teams on the topics of leader effectiveness, strategy execution, managing change, performance management, and developing competency models to enhance organizational performance.

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JUL 20: 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.

AUG 21: OPTIMIZING YOUR TIME AND FOCUS: YOUR BEST JUST GOT BETTER - JASON WOMACK

The focus of this course is on managing the myriad of details that go into an effective work day and a successful professional career. Learn what top performers know, do and say about professional productivity and effective leadership. Organize your ideas, projects and tasks and learn how to prioritize meetings, emails, and professional goals. Practice specific time and action management strategies you can implement immediately at your desk and with your team.

Jason Womack is first and foremost an educator. He works globally with clients to bring out the best in them, align their priorities with their talents and values, and create systems of organization and productivity that give them the tools, strategies and habits to achieve more. His latest book, *The Promise Doctrine*, was co-written with his father and includes a foreword by Dr. Marshall Goldsmith.

SEP 18: NO NONSENSE, NO EXCUSES: HOW PERSONAL ACCOUNTABILITY PROMOTES SUCCESS - LINDA GALINDO

This interactive program will take you through an effective and immediately useful education that instills personal accountability in the work environment. When the learning is applied and the three tools are used, personal accountability will result in less time spent managing and more time coaching and mentoring. You will take an Accountability Assessment online that starts your learning journey and receive feedback on the results at the session.

Linda Galindo is a former radio news personality, turned author, educator, and highly sought after speaker and consultant who is an expert in the field of executive leadership and accountability. She helps leaders realize their definition of success by applying a unique, dynamic, transformational approach to personal accountability which has left a lasting impression on thousands of people across the US and Canada.

OCT 17: NEXT LEVEL LEADERSHIP: SIX KEY SKILLS FOR SUCCESS - BOB TREADWAY

This practical and engaging session will teach participants techniques that allow them to see around corners, anticipate the next big things, and make wise decisions that hold up in situations of uncertainty and volatility. Participants will sharpen skills in forecasting, learn how to pick key issues and early signals from a flood of information, reduce uncertainty to manageable levels, think in the future tense, and multiply intelligence through structured collaboration.

Bob Treadway has been a guest lecturer and faculty for executive education sessions at the University of California - Berkeley, Loyola, Illinois State, Oregon State and Kansas State Universities. Most of his practice is executive sessions with directors and top management in think tank, brainstorming, future visioning, decision-making, and strategic planning projects.

NOV 8: MEASURING AND MANAGING PERFORMANCE: THE TWO ESSENTIAL INGREDIENTS FOR MAINTAINING 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 coauthor of *Rx for Business: Troubleshooting Organizational Change Programs*, and *Why TQM Fails and What to do About It*.

DEC 5: 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.

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