



# Minneapolis-St. Paul 2012

## JAN 24: 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.

## FEB 16: 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 8: 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.

## APR 4: 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 3: 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.

## JUN 7: EXECUTIVE PRESENCE: POSITIONING YOURSELF FOR SUCCESS - DR. PAUL ALDO

This session focuses providing a concrete definition of executive presence and a nine dimension model for creating a more complete expression of it. Using discussion, video illustration, and small group activities, participants see exactly what others are looking for when evaluating executive presence and the specific things that can be done to improve the expression of it. They also see how authenticity, skill, and balance in expressing the nine dimensions provide the foundation for great leadership.

**Dr. Paul Aldo** is the founder and President of Executive Presence Inc., a leadership development firm based in Atlanta, Georgia. His work focuses on executive presence, executive communications, executive teaming and executive assessment. He frequently writes and speaks on issues in executive development and workplace performance, with his book on executive presence scheduled for publication later this year.

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## JUL 12: 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."

## AUG 23: 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.

## SEP 13: BREAKTHROUGH IDEAS: HOW TO THINK STRATEGICALLY - DR. JULIA SLOAN

This session will explore a breakthrough way of looking at strategy and focus on how we actually learn to think strategically. Four key issues are addressed in this seminar: (1) Why do organizations need strategic thinkers? (2) What is a strategic thinker? (3) Who is a strategic thinker? (4) And how can strategic thinking be developed? You'll learn to redefine 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.

## OCT 24: THE ART OF LISTENING, THE POWER OF SPEAKING: SHARPENING YOUR COMMUNICATION EDGE - DR. TERRY PAULSON

In the age of empowerment, teamwork and constant change, there is no more valuable skill for leaders to develop than effective communication. In this workshop you will learn how to quickly connect with an audience, how to sell people on listening, how to keep your presentation from sounding rehearsed even when it is, and how to craft a message that gets results. You'll learn how to deal with tough audiences and how to use humor, participation and stories effectively.

**Dr. Terry Paulson** is the author of *50 Tips for Speaking Like a Pro*, *Paulson on Change*, and *They Shoot Managers, Don't They?* Since founding Paulson & Associates in 1974, Dr. Paulson has conducted management programs for 3M, Hughes Aircraft, IBM, Merck, Nissan Canada, and hundreds of other organizations.

## NOV 13: THE ONE-DAY MBA: TOOLS FOR MAKING THE BEST DECISIONS - DR. ANTHONY CATANACH, JR.

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. Anthony Catanach Jr.** is a professor in the School of Business at Villanova University, an adjunct professor in the Villanova University School of Law, and a visiting professor at INSEAD in France. His teaching and research interests relate primarily to business risk management, financial statement analysis, and earnings management issues. He is currently co-editor of *Advances in Accounting Education*.

## DEC 5: THE LEADER'S ROLE AND RESPONSIBILITY AS MENTOR - DR. CHIP BELL

The only sustainable competitive advantage of tomorrow will be the capacity to outlearn your competition. Future leaders will be those who focus on cornering unique talent and nurturing portable wisdom. This means managers must become mentors to all the employees they influence. The winners of tomorrow will be those who build powerful partnerships for learning. They will be those who can effectively transfer relevant experience, communicate cutting-edge competence and foster insight-producing discovery.

**Dr. Chip Bell** author of 18 books including *Customer Loyalty Guaranteed*, *Magnetic Service*, *Customers As Partners*, *Managers as Mentors*, *Managing Knock Your Socks Off Service* and his newest book, *Take Their Breath Away: How Imaginative Service Creates Devoted Customers*. He is a senior partner with The Chip Bell Group near Dallas and consults many *FORTUNE* 100 companies.

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