

Dallas-Ft. Worth 2018

Jan 25: Work Smarter, Not Harder: How to Gain Control of Your Priorities

In this era of doing more with less, it is crucial for managers and executives to better manage their time and themselves. This workshop will give you the skills needed to prioritize your activities and optimize your use of time, whether it be in meetings, phone conversations, or your daily activities. You will see how to eliminate procrastination, increase productivity and achieve results. This seminar is about the quality of your life. When all is done you will immediately find more time in the day to do the things that are precious to you.

Dr. Rick Brinkman is the developer of Conscious Communication seminars and the principal of Rick Brinkman Productions, Inc. He has performed over 4000 programs in 18 countries. In addition, he is co-author of numerous books including the international bestseller, *Dealing With People You Can't Stand, How to Bring Out the Best in People at Their Worst*, which has been translated into 25 languages. His clients have included Pepsico, LucasFilm, IBM, the VA, the Astronaut Corps, the FBI and Sony Pictur.

Feb 15: The Responsibility Process®: Unlocking Your Natural Ability to Live and Lead with Power

By the end of this workshop, participants will be able to: (1) Explain the importance of personal responsibility (ownership behavior) for success in any pursuit; (2) Provide at least one reason why good, smart people naturally avoid responsibility and why they take it; (3) State the stages within The Responsibility Process and how it works within the mind; (4) Self-apply The Responsibility Process to grow instead of cope when encountering minor frustrations; and (5) Describe why "giving advice" is one of the weakest strategies to guide others to take responsibility and explain at least one other alternative which would be more effective. Back at work, participants should be ready to put the following skills to use: (a) Explain the basic concepts of The Responsibility Process and the 3 Keys to Responsibility to those you lead (and coach); (b) Progressively apply the 3 Keys to Responsibility to your larger upsets; and (c) Apply the basic principles for teaching responsibility to those whom you lead (and coach).

Christopher Avery, Ph.D. "The Responsibility Process guy" is an award-winning developer of leaders and a reformed management consultant. Christopher is also the CEO of Partnerwerks, Inc., the leadership development firm. Wondering why so many smart people spend unhappy lives at work, he left a perfectly good job in his mid-twenties to return to school and earn a Ph.D. in organization science from the University of Texas at Austin. His new book *The Responsibility Process* offers practices gleaned from twenty-five years of applied research on responsibility-taking and leadership. He's the host of the multi-award-winning *The Leadership Gift Program* and its worldwide community of leaders and coaches who are mastering responsibility and producing results that matter.

Mar 21: Executive Presence: Convey Confidence and Command Respect as a Leader

Executive presence means conveying confidence as a business leader, commanding respect, and having a professional magnetism that influences others. Executive presence trades passivity and self-doubt for self-assurance, decisiveness, and bold decision making. With this program, leaders will gain the tools to develop their executive presence and become the elite performers who influence outcomes, contribute to major decisions, and drive change for the betterment of the company. They will create a consistent view of themselves as a compelling force inside an organization. They will learn how to utilize executive presence to shape and positively affect the outcome of situations.

Joel Garfinkle is recognized as one of the top 50 executive coaches in the U.S., having worked with many of the worlds leading companies. His clientele comprises a distinguished and diverse international client base, including Oracle, Google, Amazon, Deloitte, Ritz-Carlton, Bank of America, Starbucks, and many others.

Apr 10: How to Present, Communicate, and Influence to Achieve the Greatest Impact

This is a highly practical session that will provide you with both the insight and the inspiration to influence and impact others in a wide range of professional and personal contexts. Whether it's communicating with customers, colleagues, your boss or a community group there are ways to sabotage your message or alternatively succeed with it. Attending this seminar will help you avoid sabotaging your success and equip you with the tools required to develop your personal confidence and to present and communicate with impact and influence.

Paul McGee is an international speaker, best-selling author and creator of the brand "SUMO: Shut Up, Move On." 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. He has spoken in over 750 organizations in 35 countries. He has appeared on BBC Breakfast television and is a regular contributor to Radio 5live.

May 08: Moving from Operational Management to Strategic Leadership

This seminar provides a practical framework for thinking and leading strategically in the new market landscape. Through expert content, carefully curated case examples, captivating leadership portraits, insightful strategic dialogue, and impactful development tools, Dr. Kuhn will lead participants through an engaging exploration of the fundamental shifts in mindset, language, and lens needed to break the shackles of short-termism and incrementalism and cross the chasm from operational management to strategic leadership.

Dr. Jeffrey Kuhn is a distinguished thinker, author, strategy advisor, and speaker with expertise uniquely positioned at the intersection of strategy, innovation, growth, and organizational renewal. His work centers on helping senior leaders elevate their thinking during times of transformation and capitalize on emerging growth opportunities. He is the founder of KuhnStrategic, a New York-based strategy and executive development consultancy that works with business leaders worldwide to build the organizational mindset and muscle to unlock new market growth. He holds a doctorate from Columbia University, and has served as an adjunct professor at Columbia Business School, and Teachers College, Columbia University. He is a founding member of the London-based Strategic Management Forum, and is a Fellow at the Royal Society of Arts. He is the author of *Beyond the Mirage: Thinking and Leading Strategically in the New Market Landscape* (in press, LID Publishing, 2017).

May 23: Influence to Impact: Leveraging Interpersonal Power for Women Leaders

Influence is a crucial competency that enables leaders to succeed in the global marketplace. This program is a highly interactive, leadership development workshop for women. In this course women come to understand the three levels of power involved in influencing, they discover their I2I (Influence to Impact) influence profile, they are taught the power of language and the role gender plays in organizational influence, they are taught to use dialogue as an influence tool, and are taught the secrets of leveraging the hidden power of the organization.

Dr. Jeanne Porter King is a seasoned organizational development consultant, author and inspirational speaker that has been called to lead and make a difference in the lives of others. She has worked in a number of development roles in Fortune 100 companies, which includes working as Senior Consultant in the Diversity Practice of Price Waterhouse.

Jun 12: Leading for Creativity and Innovation

This high-energy session is designed to make creativity and innovation practical and accessible. Creativity and innovation are really about making positive change. Outside of new products and services, there are endless opportunities to change how we work every day in every area of the organization. In this seminar you will learn about leadership behaviors that support creativity and innovation, how to enhance your personal creativity, creativity tools, and how to embrace the role of learning and failure. Join Dr. Todd Dewett for this memorable day of discussion, activities, and breakthrough thinking sure to ignite your career.

Dr. Dewett is one of the worlds most followed leadership personalities. He is an expert on authenticity, a best selling author at LinkedIn Learning and Lynda.com, a TEDx speaker, and an Inc. Magazine Top 100 leadership speaker. Todd is a former award-winning professor whose speaking clients include: ExxonMobil, General Electric, State Farm, and many more. He has been quoted widely, including the New York Times, BusinessWeek, TIME, and Forbes. After beginning his career with Andersen Consulting and Ernst & Young he completed his PhD in Organizational Behavior at Texas A&M University. He has since delivered over 1000 professional speeches and created a body of work that has motivated millions of professionals around the world.

Jul 18: Tools and Techniques for the Five Most Common Coaching Situations

The two areas in which coaching has the most dramatic impact at work are: (1) coaching to engage and develop the high potential people on your team (2) coaching to influence your boss to increase your personal credibility and effectiveness. In this session participants will learn how to connect developmental experiences to needs and position twelve challenges required to develop and engage the high potentials for current and future success. We'll also examine coaching from a perspective of influencing or "coaching up" in the organization.

Bill Hawkins is an expert 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." He is also listed in he Who's Who in International Business.

Aug 21: Becoming the Leader that Others Want to Follow: Essential Skills for Building Engagement, Teamwork, and Results

Leaders are challenged to not only recruit and select top talent but also to retain their best in an environment of uncertainty and change. As 'A players' search for the best companies - and continually hone their resumes - a key strategy to retain them is to fully engage them. This session will share the state of engagement in today's workplaces including how each generation views work and their place in it. Strategies and techniques will include enhancing your leadership acumen, building effective and trusting teams, engaging all generations of employees by understanding their needs and maintaining your personal resilience to be the very best leader that you can be.

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: Sharpening Your Communication Edge: The Art of Listening, The Power of Speaking

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 a psychologist and author of the popular books "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.

Oct 10: A Master Class in Strategic Thinking for Senior Managers and Executives

This session will give audience participants a clear look at how to think about crafting a strategy that builds a distinctive competitive advantage. The first part of the session looks at the four essential ingredients of strategy: clear mission and vision, choice of competitive strategy, economic basis of profit, and critical success factors. We then apply these ingredients to sharpen our understanding of 1) customers' needs, 2) competitors' moves, 3) attaining strategic alignment, 4) innovating for the future, and 5) preparing for disruption. A variety of individual and group exercises will encourage participants to actively use these frameworks in a way where they can actually apply their ideas in their workplaces too.

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 co-authored the book, "Strategic Management: Building and Sustaining Competitive Advantage". He has also consulted with a wide variety of companies in the past 15 years including Fidelity Investments, IBM, Microsoft, Verizon and Texas Instruments.

Nov 14: How Innovative Thinking Leads to Extraordinary Outcomes

Successful organizations operate on the edge of chaos and embrace risk, error, and ambiguity, while practicing strategies that reduce the need for doing, undoing, and redoing. You will learn key strategies and practical tools to give you the adaptive capacity to work creatively with change and uncertainty. We will discuss strategies for tapping the human potential for creative thinking, from the inception of ideas to their transformation into practical business strategies and innovations. Learn how effective leaders infuse all levels of the organization with the creative capacity to achieve extraordinary outcomes.

Dr. Iris Firstenberg is an Adjunct Associate Professor of Psychology, UCLA and Adjunct Associate Professor of Management at UCLA Anderson School of Management. She teaches seminars on creativity and innovation for a large number of Fortune 500 companies as well as government agencies. She has co-authored three books including her latest, *Extraordinary Outcomes: Shaping an Otherwise Unpredictable Future* (John Wiley & Sons).

Dec 12: Championing Your Ideas at Work: Becoming Your Own Best Advocate

Successful advocates know how important it is to clearly communicate their ideas, how their reputations shape how people respond to their ideas, how they need to build partnerships and alliances with others in getting ideas adopted, how they must "pre-sell" any idea long before formal meetings, and how to be persuasive and influential in meetings. We will discuss new research on each of those topics - research that offers you interesting and surprising ways to champion innovations in your organization.

Dr. John Daly is the Liddell Professor in the College of Communication, Distinguished Teaching Professor, and TCB Professor of Management at the University of Texas at Austin. He teaches graduate and undergraduate courses on topics such as interpersonal communication, organizational behavior, and advocacy and persuasion. He has won every major undergraduate teaching award at the University of Texas. He has published more than one hundred scholarly articles, and completed nine books, including, most recently, *Advocacy: Championing Ideas and Influencing Others* (Yale) as well as *The SAGE Handbook of Interpersonal Communication*. He has served as President of the National Communication Association and on the Board of Directors of the International Communication Association and the International Customer Service Association. His work has appeared in major popular outlets like the *Washington Post*, *Wall Street Journal*, *New York Times*. He has worked with Goldman Sachs, Morgan Stanley, Marriott, American Airlines, Roche, Amgen, Pfizer, Astra-Zeneca, State Farm, Kraft, ExxonMobil, Shell, Texas Instruments, UPS, FedEx-Kinkos, 3M, Dell, IBM, AT&T, USAA, Prudential, and Samsung, among many others.

Jan 30: Speak to be Heard: Influencing Others to Take Action

Stacey Hanke will help you eliminate the static that plagues communicative delivery - to persuade, sell your ideas, motivate and influence others to act on what you have to say. She will explain the positive actions you can take to increase your impact and value to your peers, clients and teams. This highly interactive session will show you how to immediately implement the influence skills and techniques you learn to your day-to-day conversations. (NOTE: Participants should bring a smartphone or iPad with them to the session.)

Stacey Hanke is co-author of the book *Yes You Can! Everything You Need From A To Z To Influence Others To Take Action*. Her second book, *Influence Redefined*, will be released in early 2017. Stacey is founder of Stacey Hanke Inc. She has trained over 15,000 people to rid themselves of bad body language habits and choose words wisely.

Feb 19: Developmental and Performance-based Coaching for Today's Workforce

Your individual development plan may be the single most important document to advance your career. You will depart this workshop with your personal plan and the skills and tools to coach and develop Millennials and other career minded staff members on your team. Participants will learn and experience the connection of effective coaching and feedback to each managers team to be able to improve their ability to execute consistently. In the majority (around 70%) of executive failures, the real problem isnt bad strategy. The real problem is bad execution, according to the *Fortune Magazine* article titled, "Why CEOs Fail". At its core, execution comes down to setting clear expectations and regular coaching and feedback.

Four-time winner of the Business Advisor of the Year in North America, John D. Lankford is passionate about development, performance and results. An expert in executive coaching and developing leadership talent, his fun and lively approach motivates others to embrace development and innovative ideas. As a certified Executive Coach and 4 Time Business Coach of the Year, John loves to coach leaders on his proven coaching techniques. His impressive background is unique, boasting 23 years of corporate and 12 years of entrepreneurial experience. John has facilitated more than two dozen mergers and acquisitions, as well as launching three businesses and ultimately selling two. John provides hands-on, triage support that produces measurable results in real-time. His process provides laser focus on the execution of the plan. Johns coaching and accountability teaches business leaders not to be distracted by bells, whistles, or fads. His leadership experience covers every level of management from front line supervisor to becoming the former CEO of the Innisbrook Leadership Institute. His leadership track record includes leadership positions at the Executive Education team at Ford Motor Company, Oakwood Healthcare, Comcast University and the St John Healthcare system.

Mar 21: High-Impact Inspirational Leadership

Effective leaders possess a broad set of leadership skills and competencies - the science of leadership - and they know when, where, and under what conditions to use each - the art of leadership. Dr. Hannah will combine cutting-edge research with lessons-learned from his three decades of personal leadership experience, spanning from a front line to a strategic leader, to advance attendees' capabilities and development as inspirational leaders. This seminar will cover various forms of leader style, power and influence, and focus on the more effective forms of transformational, inspirational, and authentic leadership behaviors.

Professor Hannah holds an endowed chair in management at Wake Forest University School of Business. He is a retired US Army Colonel with vast practical experience leading complex organizations and developing leaders. He previously was the Director of Leadership and Management Programs at West Point The United States Military Academy, and as the Director of the US Armys center for the profession and character-based leader development.

Apr 10: From Player to Coach: Making the Successful Transition to Management

The transition from star player to team coach is a tremendous leap. All too often new managers are thrown into challenging circumstances with limited support and resources. With increasing globalization and the move to virtual environments, managing is more complex than ever before. As an organizational psychologist, Dr. Woodward believes that effective management is rooted in understanding the psychology of human nature.

Dr. Michael Woodward is a certified professional coach who works with both private and corporate clients on building management/leadership capacity and the psychology of career engagement in the New Economy. He is the founder and president of Human Capital Integrated (HCI) and is author of the Amazon.com top selling job book "The YOU Plan: A 5-step guide to Taking Charge of Your Career in the New Economy".

May 22: Boosting Productivity: Gaining Back Time for Yourself and Your Team

Do you have employees or colleagues with access to your schedule who turn your calendar into a circus? Do you or your team ever have to put in frantic hours to finish projects at the last minute? Have you ever muttered a phrase like, I didn't get anything done today or I wish I had more time? Busy professionals lose up to three hours per day from time leaks. Interruptions, procrastination, distractions, putting out fires, and battling overwhelm are all slow leaks that steal your time when you're not looking. In the business world, this adds up to over ten thousand dollars of lost time per employee each year. In your personal world, this equates to more stress and less quality time with your loved ones. This interactive seminar will give you a crash course on the strategies and tactics that you can implement immediately in order to improve your negotiations with time, plug these time leaks, and tell your time what to do!

By teaching go-getters how to improve their efficiency, Time Management Fixer Helene Segura, MA Ed, CPO helps companies and agencies lower employee stress levels, decrease absenteeism, improve retention and leadership, and increase revenue. Known for her thought-provoking, yet entertaining time management keynotes and seminars that teach practical productivity tools, Helene delivers an experience that resonates deeply and inspires change. Helene has been the featured organizational expert in more than 150 media interviews and is the author of three books - two of which were Amazon best-sellers. Her latest book, *The Inefficiency Assassin: Time Management Tactics for Working Smarter, Not Longer* (New World Library), is the go-to time management resource for thousands of professionals around the world.

Jun 12: Powerful Communication: Craft and Deliver your Message with Authority and Authenticity

Effective communication can impress people but powerful communication can move people to action. This course identifies the elements of powerful communication and teaches the participants how to harness and utilize their own individual skills to become a communicator that persuades, inspires, and transforms. The course will be highly interactive with group exercises, skills assessment, demonstrations, critiquing and opportunity for on-site application.

Dr. Debbye Turner Bell is a veterinarian, journalist, minister, motivational speaker, wife, and mother. For three years, she served as the lead U.S. news anchor for Arise News, a global cable news network. She hosted a daily evening news broadcast called Arise America. Currently, she can be seen as an expert contributor to the show DOGS 101 on Animal Planet. For 11 years, Turner Bell enjoyed her role in broadcast journalism as a staff correspondent for CBS News starting in 2001. She covered a variety of subjects, and was from time to time called upon to cover breaking and developing news.

Jul 24: Take Your High-Performance Leadership Thinking to the Next Level.

High-Performance Leaders are achievement oriented. They are visionary, purposeful, decisive and they get results. At the same time, they relate well to people. They are compassionate, authentic and courageous. But what sets them apart is they have great self awareness and systems awareness. This enables them to effectively navigate stress and change. As High Performance Conscious Leaders, they have the capacity to create highly engaged cultures that drive greater business performance and thriving enterprises. Through a mix of groundbreaking science, story, and experiential learning, you'll learn a powerful neuroscience and mindfulness-based 4-step system to learn new ways to master stress, transform your mindset, take your leadership to the next level and make an even bigger difference in the lives of those who you serve.

Dr. Daniel Friedland, is an expert on the science and practice of High-Performance Conscious Leadership and author of *Leading Well from Within: A Neuroscience and Mindfulness-Based Framework for Conscious Leadership*. Dr. Danny helps leaders and their organizations leverage neuroscience and mindfulness-based skills and practices to better navigate stress, clarify vision and purpose, and create high performing teams and thriving cultures to multiply their success and positive impact in the world. His expertise from publishing one of the early textbooks on Evidence-Based Medicine has enabled him to apply science-based solutions to leadership growth and development. He not only understands the science of leadership, but having served as the Founding Chair of the Academy of Integrative Health and Medicine and Co-Chairman of the San Diego Chapter of Conscious Capitalism, intimately understands the blessings and challenges of leadership, and the growth it asks. He serves as the CEO of SuperSmartHealth, where he provides keynote addresses, workshops and executive coaching to cultivate High Performance Conscious Leadership. He speaks at national and global conferences and his clients include Fortune 500 companies and healthcare systems.

Aug 13: Amazing Teams: Create an Environment of Productivity, Cohesion and Resilience

Organizations today must understand and leverage 7 critical attributes of cohesive, productive and resilient teams. This 1 day interactive course guides participants through a learning experience to develop the seven attributes and behaviors that are critical to high productivity and effectiveness. The seven critical team attributes include: Trust, Appreciation, Communication, Creativity & Ideation, Meeting Management, Behavior Management and Problem Solving & Decision Making.

Dr. Ellen Burts-Cooper is the senior managing partner of Improve Consulting and Training Group, a firm that provides personal and professional development training, coaching and consultation. She is also an adjunct professor at Case Western Reserve University in the Weatherhead Executive Education Program and author of the book *Canine Instinct: A Guide to Survival and Advancement in Corporate America*. Dr. Burts-Cooper also recently published *aMAZEing Organizational Teams: Navigating the 7 Critical Attributes for Cohesion, Productivity and Resilience*, a guide for improving group workplace dynamics. The book is based on the aMAZEing Team Building Experience centered in Cleveland, Ohio where teams navigate through a maze of highly interactive indoor mental challenges based on seven attributes of healthy, productive teams. Dr. Burts-Cooper earned a Ph.D. in organic/polymer chemistry at Virginia Tech and holds a Lean Six Sigma Master Black Belt certification from 3M Company.

Sep 18: Managing & Leading: Strategies to Help You Excel at Both

This session will explore the essential strategies and techniques required to powerfully lead and manage simultaneously from the same role. Being a manager is one of the most arduous and yet most valuable roles in any organization. The challenge lies in dealing with the expectations of those above and below you while also contributing to people's success around you. When you master this, you will discover how to impact any organization from the middle. You will leave this class with the skills needed to powerfully evolve into a successful Manager.

Ms. Ann Tardy, a former Silicon Valley corporate attorney and a current leadership expert, speaker, and author, Ann has been studying how people impact organizations from the middle for over 25 years. As the author of four books, Ann serves as the Founder and CEO of LifeMoxie Mentoring & Leadership and the Founder and Director of The Mentoring Council. She has cycled from San Francisco to New Jersey and down each coast in a quest to discover what people love about their jobs. Her documentary Work Matters captured the interviews she conducted on the bike.

Oct 03: Critical Thinking: A Key Element Necessary to Reach the Best Decisions

High quality decisions have always been essential for strong business performance. Yet with the increasing speed, complexity and data availability in today's competitive environment, superior decision skills are more important than ever. This workshop will help you improve your decision-making skills by offering behavioral insights into how people actually think and make decisions. It then teaches the advanced critical thinking skills and creative strategies needed to manage unfamiliar, highly complex problems or decisions that involve significant uncertainty.

Dr. John Austin is an award-winning teacher and facilitator with experience working with executives and practicing managers on six continents. He also teaches executives at The Wharton School's Aresty Institute of Executive Education, Georgetown University, and Duke Corporate Education. His work has been mentioned in a number of media outlets including CNN, The Wall Street Journal and Barron's. He is the author of Unquestioned Brilliance: Navigating a Fundamental Leadership Trap

Oct 24: Developing Leadership Charisma: Your Actions Speak Louder Than Your Words

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.

Ms. Debra Benton, author of Executive Charisma (McGraw-Hill) is an executive coach and international speaker. Her clients include standout companies like Pepsi, Hewlett-Packard, IBM, Kraft, McKinsey & Company, and Lockheed-Martin. Benton 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. She is the president of Benton Management Resources Inc, in Ft. Collins, Colorado.

Nov 12: The Hidden Language of Business: Workplace Politics, Power and Influence

Accomplishing the goals of any organization requires savvy employees who know how to forge alliances and avoid animosities. In this session, participants will identify which of the rules of positive politics they are most likely to violate; obtain guidelines for their own conduct and for managing relationships with co-workers and their own manager; learn to avoid pitfalls in business communication, both oral and written; become adept at tapping into the power structure within an organization; explore a real-world case study that involves numerous political issues; learn how to network in order to expand their influence and recruit supporters for their initiatives and career; and enhance their working relationship with their manager.

Margaret Morford, J.D. is CEO for The HR Edge, Inc., an international management consulting and training company. Previous to owning her own company, she was Sr. Vice President, Human Resources Consulting for a national consulting firm out of Winston-Salem, North Carolina. She has a BS degree from the University of Alabama and a JD degree from the Vanderbilt University School of Law. She is the author Management Courage Having the Heart of a Lion and The Hidden Language of Business Workplace Politics, Power & Influence. She has served on the Board of Directors for various corporations and charities.

Dec 04: A Womans Guide to Leadership: Communication, Credibility, and Influence

This program identifies steps women can take to navigate advancement to leadership. You will receive practical advice, techniques and strategies for getting a seat at the table, as well as tips for communicating with credibility. The focus of the session will be real-life case studies, self-assessments, experiential exercises and action steps that help women transcend barriers and enhance their leadership opportunities.

Dr. Audrey Nelson is an internationally recognized trainer, keynote speaker, author and consultant who helps organizations increase their productivity and profitability through winning communication strategies. She specializes in interpersonal communication, conflict management, and gender communication skills. Dr. Nelson's professional background includes 10 years teaching in the Department of Communication at the University of Colorado, Boulder. She holds a B.A., M.A. and Ph.D. in Communication. She conducted post-doctoral work at Warnborough College in Oxford, England, in gender communication. Thirty years ago, she co-founded and served as president for the Organization for the Research on Women and Communication. The U.S. State Department sent Audrey to represent the US Embassy in South Korea on the status of women in the workplace. Audrey is a published author. You Dont Say: Navigating Nonverbal Communication Between the Sexes (Prentice Hall, 2004) was published in six languages. She co-authored Code Switching: How to Talk so Men will Listen (Penguin-Alpha Books, 2009) and The Gender Communication Handbook: Conquering Conversational Collisions Between Men and Women (Pfeiffer 2012).

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