

New York 2018

Jan 24: Delivering Positive Criticism: The First Step in Performance Improvement

Recent research suggests that criticism is perhaps the most powerful and neglected business skill, that it causes more conflicts at work than disputes over power, pay, and promotion, and that most of us are inept at giving and taking criticism productively. This intense program will focus on how to transform the necessary exchange of criticism from a taboo act and a destructive and demoralizing encounter into a positive, motivating, mutually beneficial experience that encourages trust, heightens self-esteem, and boosts productivity.

Dr. Hendrie Davis Weisinger is a celebrated, influential, world renowned psychologist and New York Times best-selling author of "The Genius of Instinct", "Emotional Intelligence at Work", "Nobody's Perfect", "Anger at Work", and "The Power of Positive Criticism". He has been a guest expert on over 500 television and radio shows including Oprah, Good Morning America and Today Show.

Feb 21: The Resilient Leader: Seven Skills to Boost Your Leadership Abilities and Strengths

In this session you will learn about 7 ways to grow your leadership abilities and foster resilience on the part of yourself and those you lead. You will receive a personal profile of your strengths and weaknesses across the 5 strengths that make an excellent and resilient leader Integrity, Mentoring, Aligned Values, Results, & Connection to the job. We will evaluate your top leadership priorities and learn if the time allocated to each is a match. We will assess your self rating of your leadership abilities and determine whether you tend to overestimate those abilities. And then we'll delve into 5 concrete skills to boost each of the 5 strengths of resilient leadership. Participants will learn how to convey integrity to direct reports, about the Optimism Gap that exists between leaders and employees (and how to bridge it); and how to align personal values with the values of your organization for optimal performance on the part of both individuals and teams.

Dr. Andrew Shatté is the founder and President of Phoenix Life Academy. He is a fellow with the Brookings Institution where he facilitates programs for high-level audiences from the Department of Defense, Homeland Security, the IRS, NASA, the CIA, and all branches of the military. He served as adjunct Assistant Professor of Psychology at the University of Pennsylvania from 2000 to 2006, and was a highly decorated teacher in 2003, he was voted the best professor by students in the School of Arts and Sciences and in 2006 he received the Dean's Award for Distinguished Teaching. Dr. Shatté has devoted his career to understanding the psychological aspects of motivation, leadership, and resilience and to developing programs to optimize human performance in a wide array of arenas - the workplace, in health, in academics, and in sports. Dr. Shatté is co-author of *meQuilibrium* and *The Resilience Factor*.

Mar 13: Critical Success Factors for Women Leaders

In this session, women leaders will examine their own profile of success and areas for development. They will also focus on the key ingredients that continue to hold women back: not developing and articulating a leadership vision, not paying attention to the political landscape, and not strengthening the breadth and depth of relationships. They will leave this session with practical tools and individual insights to apply in their current roles.

Sara N. King is principal of Optimum Insights, Inc., a private consulting firm, that is devoted to helping leaders assess their potential and increase their performance. During 25 years in leadership development, she has served thousands of executives in Fortune 500 companies, government agencies, educational institutions and nonprofits. She has published many books including the recently revised, "Discovering the Leader in You".

Apr 17: 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.

May 10: Critical Thinking: Managing Uncertainty and Anticipating the Unexpected

The higher you are in the organization, the more complex problems become. This fast-paced class focuses on developing advanced skills in critical thinking and breakthrough problem-solving. Discover how to increase the quality of your decisions, and those of your team, with particular emphasis on the importance of critical thinking skills to mitigate the effect of our own cognitive biases, as well as an emphasis on making decisions with little or ambiguous information and deep uncertainty. This seminar will help you leverage your team's immense untapped wisdom to get better results. If you are responsible for improving productivity, strategy, quality, or safety you can't afford to miss this class!

Kathy Pearson, Ph.D. is Founder and President of Enterprise Learning Solutions, a firm focused on executive development and learning across industries. An award-winning educator, Kathy is heavily involved in Executive Education at The Wharton School and Duke CE. In addition to her executive development work, Kathy consults to senior leadership teams in the areas of strategic formulation, complex decision making under uncertainty, and strategic execution.

Kathy received her B.S. degree in theoretical mathematics from Auburn University, her M.S. degree in Decision Sciences from Georgia State University, and her Ph.D. in industrial engineering from Northwestern University.

Jun 12: Creating High-Performance Teams

We desperately seek out one another to collaborate over time. Yet our will to collaborate often weakens when problems arise that erode our trust in one another or in the system under which we are often forced to operate. This workshop is designed to look at what makes teams succeed and fail. During the session, we will discuss the requirements for effective teaming, the common interpersonal obstacles we often face, and leadership strategies for overcoming these barriers.

Dr. Harvey Robbins is author or coauthor of six books, including *Why Change Doesn't Work* and the best seller *Why Teams Don't Work*. He is President of Robbins & Robbins and has consulted for numerous groups, including 3M, AT&T, Allied Signal, American Express Financial, General Dynamics, Honeywell, Johnson & Johnson, and Toro.

Jul 17: Proven Approaches for building Trust, Resolving Conflicts and Inspiring Others

Authenticity is critical to success and effectiveness for 21st century leaders. Now more than ever, it's essential for leaders to build authentic relationships in order to build trust, resolve conflicts, and create a true sense of inspiration and unity for their teams and organizations. This interactive, full-day training program is filled with insight and practical techniques; all grounded in positive psychology and strengths-based leadership principles.

Mike Robbins is expert in leadership, teamwork, and emotional intelligence. He is the author of three books, *Focus on the Good Stuff*, *Be Yourself Everyone Else is Already Taken*, and his latest, *Nothing Changes Until You Do*. He delivers keynotes and seminars for some of the top organizations in the world. Mike and his family live in the San Francisco Bay Area, and his clients include Google, Wells Fargo, Microsoft, CBRE, eBay, Citibank, Gap, Chevron, BMW, the Atlanta Braves, and many others.

Aug 09: Managing Competing Demands: Getting It Done and Having a Life

Work-Life Balance is no longer a luxury. It's a necessity for good health, energy and productivity. The objectives of this dynamic, interactive session are to help participants: (1) develop a clear picture of the Work-Life Balance they would like to achieve (2) identify obstacles that stand in the way of achieving their desired balance (3) develop a repertoire of action strategies and tools for overcoming current obstacles and any that may arise in the future and (4) develop their own personal action plan which is concrete, practical and achievable.

David Posen, M.D. is the author of three best-selling books: "Always Change a Losing Game", "Staying Afloat When the Water Gets Rough" and "The Little Book of Stress Relief", now in its twelfth printing and translated into seven languages. His clients have included University of Michigan, Warner Brothers, US Steel, Chevron, IBM, Verizon, Allstate Insurance, Federated Investors, American Express, Microsoft, Cisco Systems, McKinsey.

Sep 18: Driving Innovation from Within: Strategies for Generating Ideas and Pursuing New Opportunities

In this seminar, Dr. Krippendorff outlines how to overcome seven key barriers to driving innovation from inside of large corporations. Based on his upcoming book *Change the World without Quitting your Job*, his latest research involving more than 120 interviews with internal innovators, experts, and CEOs, and his analysis of the most transformative innovations of the last three decades, Dr. Krippendorff lays out a set of practical tools and frameworks for navigating the innovation journey. These include knowing what kinds of ideas your organization needs, navigating politics, securing funding, and scaling your idea. He draws from real-life examples like the evolution of the personal computer, Nike's launch of the FuelBand, and the team who convinced Microsoft to launch the Xbox.

Dr. Kaihan Krippendorff is a strategist, speaker, consultant, and best-selling author of four books, most recently "Outthink the Competition". He has trained over 6,000 executives and entrepreneurs in his unique strategy approach, *The Outthinker Process*, and works with the leadership teams of a growing number of leading corporations including Microsoft, VMware, Aetna, Johnson & Johnson, Citibank, L'Oréal, United Technologies, Kraft, and Experian to design innovative business strategies that produce new revenue, profits, and market share.

Oct 02: Optimizing Your Time and Focus to Make Your Best Even Better

This session is designed to engage, inform and equip participants with the tools, mindset and practices to improve their productivity by 20% or more every day. Managing email, attending meetings, planning projects these are all the types of work our clients say they need to do more effectively and more efficiently. This program is designed to help get more of the right things done, faster and easier, using the tools and systems we all have access to. Learn what top performers know about productivity and effective leadership. Learn specific time management and productivity insights that you can implement immediately at your office and with your team!

Jason W. Womack, MEd, MA sees the world differently. He doesn't deny there are 24 hours in the day, but he defies low expectations for what can be accomplished in that time. The author of the business development books *Your Best Just Got Better: Work Smarter, Think Bigger, Make More*, (Wiley, 2012) and *The Promise Doctrine: A System for Consistently Delivering on Your Promises* (2010). Jason shows that working longer hours doesn't have to be your only choice to increase your productivity and performance. He teaches practical solutions to everyday workflow that will free you up to focus on your bigger leadership goals and projects.

Nov 08: Dealing with Difficult People: Bringing Out the Best in Others

Dr. Brinkman says, "Communication is like a phone number, you need all the correct digits and in the right order." Dr. Rick will share his proven strategies to handle: Whining, Negativity, Attacks, Tantrums, Snipers, Know-it-Alls, Think-They-Know-it-Alls, as well as Yes, Maybe and Nothing people. The examples and practical skills in this seminar will immediately transform behaviors that used to strain all relationships, both business and personal! It will even include special contexts like email communications, phone and meetings.

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 Pictures.

Dec 06: Managing AND Leading: 7 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.

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