

New York 2017

Jan 24: When Leaders Speak: How to Get Heard, Get Remembered and Get Results

Sharpen your leadership communication and boost your career with 3 strategies: 1) focus, 2) variety, 3) executive presence. With focus, you'll make your messages stick, using the methodology Paul uses with leadership teams & individual executives. Variety means to be slightly different. With variety, you'll make routine info. come alive, and you'll engage others with smart questions. Presence matters because part of the message is you. Strengthen your presence with 10 actions. Learn how to get heard, get remembered & get results every time you speak.

Mr. Paul Hellman has worked with leading organizations in the U.S. and abroad, including Analog Devices, Biogen Idec, Fidelity Investments, Merck, Readers Digest, United Technologies, Young Presidents Organization (YPO). His columns (he's written over 100) have appeared in the New York Times, Wall Street Journal, Washington Post, Boston Globe, San Francisco Chronicle, and regularly on the back page of (the former) Management Review where he was a contributing editor for 10 years. He is also the author of *Naked at Work: How to Stay Sane When Your Job Drives You Crazy* (Penguin) and *Ready, Aim, You're Hired!* (Amacom). Mr. Hellman has appeared multiple times on CNN's financial network as a commentator about office life. He has also contributed to Public Radio's Marketplace, delivering on-air commentaries to their 900,000 listeners. He has taught MBA courses at Northeastern University, and organizational psychology courses at Bentley College, where he was nominated twice by the management department for an outstanding teacher award. Mr. Hellman received an MBA from MIT's Sloan School of Management, as well as undergraduate and graduate degrees in psychology. He graduated Phi Beta Kappa from Clark University.

Feb 08: Negotiate Smart to Get the Big Win! (And Never Be Out Negotiated Again)

This highly informative fast-paced workshop based on the latest research as well as 25 years of negotiating experience takes the mystery out of negotiating. Ms. Shlossman introduces a series of simple, easy-to-implement strategies that will have a big impact on your negotiation outcomes, leading to negotiation mastery. You will learn the Negotiate Smart strategies for (a) effectively setting the stage for win-win outcomes; (b) creating and utilizing leverage to achieve your negotiation goals; (c) finding creative and assertive ways to change their no into a yes; (d) managing concessions while developing trust and maintaining good rapport; (e) dealing with hard-ball negotiators; and (f) using the emotional side of negotiating to work for you and not against you.

Ms. Ruth Shlossman is the Executive Director and Senior Consultant at Castle Negotiations Consulting Group. With over 26 years of experience in the field of negotiation training and research, she has helped thousands of people learn the strategies necessary to become master negotiators. Companies that have been yielding greater negotiation outcomes following her training include: NASA, Chrysler, US Army, Novo Nordisk, Philips, DTCC, 3M, United Copper, Gillette, ArcelorMittal, BCD Travel, Accenture and many more.

Apr 12: Keeping People Motivated and Engaged in an Age of Instability

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 J. Bies 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*.

May 16: Leading Change from the Middle: A Practical Approach to Achieving Extraordinary Results

In this seminar you will learn why change is so difficult and be introduced to a new, commitment-based approach to leading change that is designed for leaders who are not at the apex of an organization. By successfully leading change you will build capabilities that are extraordinary because competitors are likely to fail in their attempts to duplicate your success.

Dr. Jackson Nickerson is the Frahm Family Professor of Organization and Strategy at Washington University in St. Louis Olin Business School. He also is the Associate Dean and Director of Brookings Executive Education and a Senior Non-resident Scholar in Governance Studies at the Brookings Institution. A prior systems engineer at NASA's Jet Propulsion Laboratory with a BSME from Worcester Polytechnic Institute and an MSME from U.C. Berkeley, Jackson combines his engineering systems knowledge with an MBA and Ph.D. in Business Strategy both from U.C. Berkeley's Haas School of Business. Jackson has published numerous papers in leading academic journals and is the author or editor of four books. His latest book is entitled *Leading Change from the Middle: A Practical Guide to Building Extraordinary Capabilities* (Brookings, 2014). He consults with business, government, and nonprofits on problem diagnosis, strategy, and leading change. In addition to serving on corporate boards, Jackson is a co-founder and business director of NFORMD.NET, a new media company that provides sexual assault prevention programs to universities and the U.S. Army.

Jun 06: Critical Thinking: A Model for Achieving Superior 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*.

Jul 18: The Power of Personal Accountability: Overcoming Obstacles and Owning Your Success

During this workshop, you will explore practical applications for increasing personal, team and organizational accountability. Specific skills in asking accountable questions, accountable delegation, and creating accountable agreements will be practiced. Finally, you will apply 3 keys for sustaining accountability during projects and change efforts including the development of "recovery plans", a process for holding others accountable and a technique for overcoming the "wall of fear" for leading change. You will create an inspiring and practical Personal Vision of Excellence for achieving their personal and professional goals.

Mr. Mark Samuel, President and Founder of IMPAQ, is considered a practical visionary by Fortune 500 companies. His Leadership Accountability Systems and training has contributed to achieving breakthrough measurable improvements in organizational performance and rapid culture change. Mr. Samuel is the author of *Creating the Accountable Organization* and *Making Yourself Indispensable: The Power of Personal Accountability*.

Aug 15: The One Day MBA: The Tools You Need for World-Class Performance

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. Barsky is currently a professor at the Villanova University School of Business. He has also taught as a visiting professor in the Executive MBA program at Washington University in St. Louis and the INSEAD MBA program in Europe. He has been a faculty member with the Institute for Management Studies since 2001. His research and teaching focus on performance measurement, business planning, risk assessment, and contemporary financial reporting issues. Dr. Barsky develops and delivers executive education programs for various Fortune 100 companies, global professional services firms, and industry associations in North America and Europe. In addition to professional experience in the fields of accounting and finance as an analyst, auditor, and business consultant, Dr. Barsky has also served on business advisory boards and as the Treasurer for a retailing cooperative. He has authored five books and published over seventy articles in various academic and professional journals, including *Strategic Finance*, *The Economist*, *Best Practices in Executive Decision Making*, *Commercial Lending Review*, *Corporate Finance Review*, and *Advances in Business Education and Training*.

Aug 30: 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).

Sep 19: 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".

Oct 03: Strategy Matters: Turning Ideas into Actions

In this seminar we lay out an integrated and dynamic process for thinking about and doing strategic management. Adopting a strategic approach renders managers better able to make decisions during unstable and uncertain periods and more able to deal with complexity, diversity and varied sources of information both inside and outside their organisations. The underpinning principle is the balance between change and consistency. To achieve breakthroughs in performance, managers need to recognise and maximise where excellence exists inside the organisation, while at the same time identifying and seizing opportunities outside.

Dr. Thomas Lawton is Visiting Professor of Business Administration at the Tuck School of Business at Dartmouth College in the USA and Professor of Strategy and International Management at the Open University Business School in the UK. He is also Managing Director of Kilcolman Associates, a firm that advises clients around the world on leadership development and growth strategy. He is the author or editor of 8 books, including *Breakout Strategy* (McGraw-Hill, 2007) and *Aligning for Advantage* (Oxford University Press, 2014).

Oct 26: Effective Coaching Skills for Busy Managers

In this highly interactive program participants will: (1) Learn how to create ownership and urgency from those they lead; (2) practice specific coaching skills and tools to bring out the best in others; (3) learn keys and a format to managing their coaching time; (4) explore a 12-minute coaching model that creates positive accountability and results; (5) coach each other on real issues that impact their business; (6) work with specific tools to help blocked or stuck employees; and (7) learn how to coach different personalities on their team.

Dr. Tim Ursiny, founder of Advantage Coaching & Training Inc., is a speaker and certified business coach specializing in helping individuals reach peak performance and life satisfaction. His areas of expertise include communication skills, team building, confidence, coaching skills and dealing with change. He has written or co-written 13 books including *The Cowards Guide to Conflict* which is in its fourth printing. Dr. Tim is a frequent speaker on a variety of topics that benefit individuals in the workplace and personal life. He has spoken for firms such as Wells Fargo Advisors, Raymond James, Morgan Stanley Wealth Management, UBS, LPL, and Invesco. Tim has been interviewed and appeared in *The Bottom Line*, *The Chicago Tribune*, *People Magazine*, *Readers Digest*, *First for Women* and other periodicals. He has also appeared on CNN radio news, *VH-1 News*, and *Total Living*.

Nov 14: True Drivers of Performance: Work Smarter, Reduce Stress, Lead By Example

Followers are not interested in leaders who cannot, or will not, "walk the talk". Asking people to change, improve and achieve more is a waste of time when their leader cannot model the desired behaviors in his or her own life. Participants in this session will learn that personal leadership is at the foundation of the leadership process and that, in order to build trust and lead the business forward, they must first take on the responsibility of leading themselves. Participants will also learn to focus on the true drivers of performance, regain critical planning and personal time, dramatically increase work and life engagement, and get more done in less time with less stress.

Steve McClatchy is a keynote speaker, workshop leader and author of the New York Times bestseller *Decide: Work Smarter, Reduce Your Stress & Lead by Example*. Mr. McClatchy has spoken before thousands of audiences on the topics of leadership, performance, personal growth, and work/life engagement. He is a frequent guest lecturer in many of Americas top business graduate schools including Harvard and Wharton and has been quoted in *The Wall Street Journal*, *WebMD Magazine*, *Fast Company*, *Oprah Magazine*, *Entrepreneur* and *Investors Business Daily*. He is best known for his passion, sense of humor and energetic personality.

Dec 06: 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.

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