

Saint Louis 2017

Jan 25: The Resilient Leader: Seven Skills to Boost Your Leadership Abilities and Strengths

In this session you will learn 7 skills to boost your leadership abilities and to foster an atmosphere of your resilience for and in 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. This profile will direct your customized learning as you practice the leadership skills. In this fun and interactive session, what you learn about yourself as a leader will be revealing.

Dr. Andrew Shatt 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 Deans Award for Distinguished Teaching. Dr. Shatt 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. Shatt is co-author of *meQuilibrium* and *The Resilience Factor*.

Feb 16: Coaching for Results: How Leaders Turn Difficult Conversations into Breakthroughs

Leaders routinely face the challenge of helping employees see things differently. Helping others see their blind spots, gaps in logic, and barriers to change means you have to challenge how they think. You can't tell them to think differently and expect results. Rather, you have to listen in a specific way to know what questions to ask in order to break through their mental frames. If done properly, there is a moment in the conversation that changes everything. This powerful session will help leaders create breakthrough moments in their performance and development conversations, opening the minds of the people they work with.

Dr. Marcia Reynolds works with clients around the world who seek to develop effective leaders. She understands organizational cultures, what blocks communication and innovation, and what is needed to bring people together for better results. Her newest book, *The Discomfort Zone: How Leaders Turn Difficult Conversations into Breakthroughs*, hit #2 on the hot new releases on Amazon two months before it was released.

Mar 22: 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 Pictur.

Apr 19: The Power of Innovative and Strategic Thinking

Dr. Krippendorff presents his proven approach to developing innovative strategies to drive organizational and personal growth and success. This program will blend innovative techniques and strategic concepts with cognitive science to present a practical set of tools and best practices. Participants will learn three key strategies for strengthening their competitive advantage and five key strategies for generating new and innovative growth. Dr. Krippendorff will introduce the role that strategic narratives play in the design of a strategy. Participants will leave with a set of tools to help them consistently identify and seize opportunities others overlook.

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, LOreal, United Technologies, Kraft, and Experian to design innovative business strategies that produce new revenue, profits, and market share.

May 23: Building Workplace Trust: Optimizing Relationships, Teamwork, and Performance

Optimal relationships - relationships that fuel exceptional teamwork and performance - are built on a foundation of trust. Do you have relationships at work that suffer from compromised trust? In this interactive session, you'll learn the only real way to repair those relationships - and even optimize them through trust building. You'll learn the sixteen behaviors driving the Dimensions of Trust: The Three Cs. You'll get a language to talk about trust-related issues constructively. You'll gain pragmatic trust building skills and proven, practical steps to rebuild trust when it has been broken. You'll be positioned to shift behavior and break through to high trust, high performing relationships and teams.

Michelle L. Reina, Ph.D. along with her partner, Dennis S. Reina, Ph.D., are pioneering, preeminent experts on building and rebuilding trust to drive business results. They are co-authors of the award-winning, best-selling books, *Trust and Betrayal in the Workplace: Building Effective Relationships in Your Organization* and *Rebuilding Trust in the Workplace: Seven Steps to Renew Confidence, Commitment and Energy* (Berrett-Koehler). Sought-after as thought leaders for over 20 years, they co-founded the Reina Trust Building Institute, a global enterprise specializing in measuring, developing, and restoring workplace trust. Recently awarded the Global Strategic Leadership Award at the 2012 World HRD Congress in Mumbai, India. Their work has been featured in *New York Times*, *Wall Street Journal*, *Bloombergs Business Week*, *Harvard Management Update*, *Time*, *USA Today* and on national radio & TV including CNN and CNBC. Most important, perhaps, given these volatile, uncertain, complex, and ambiguous times, their work in helping leaders and organizations rebuild trust is profoundly important.

Jun 14: No Nonsense, No Excuses: How Personal Accountability Promotes Success

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 three innovative tools are used, personal accountability will result in your spending less time managing and more time coaching and mentoring. Your journey will begin with an online Accountability Assessment, the results of which you will receive at the session.

Ms. Linda Galindo is a former radio news personality turned author, educator, and keynote speaker on the topic of personal and organizational accountability. Her management consulting firm specializes in accountability education to a wide variety of organizations and industries. She is the author of *Way to Grow!* (2003), *The 85% Solution; How Personal Accountability Guarantees Success No Nonsense, No Excuses* (Wiley, 2009), and *The Accountability Experience Facilitator's Guide Set* (Wiley, 2010). She co-authored *Where Winners Live - Sell More, Earn More, Achieve More Through Personal Accountability* (Wiley, 2013).

Jul 13: Increasing Your Personal Impact: Maximize Your Power to Influence Others

Regardless of the type of organization you're in, or the role you play in it, you are in the business of people. Because of that, great leadership is the driving force behind growing your business. Based on his highly-rated book, *The Power of Influence*, Ty Bennett shares his philosophies and tools for increasing your influence and impact as a leader. How do you become a good leader? Through influence. How do you become a great leader? By using influence and integrity to engage and inspire others.

Ty Bennett draws on his experience in the trenches to share real and tangible techniques about the principles of leadership that continue to create his success. The founder of Leadership Inc., who has been featured as one of the Top 40 Under 40, Ty is a young fresh voice providing interactive presentations that are engaging, dynamic and inspiring.

Aug 17: 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.

Sep 19: Leading AND Managing: 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.

Oct 18: The Unspoken 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.

Nov 15: Optimize Your Decision Making: Managing Uncertainty and Anticipating the Unexpected

Every organization, whether for-profit or not-for-profit, whether publicly traded or privately held, whether large or small, must balance the need for positive short-term results and positive long-term results. Fundamentally, the management behaviors and practices for meeting short-term objectives are vastly different than those necessary to meet long-term objectives. Often mid-level managers must excel in both areas. This session explores best practices in achieving these results. Embedded in the session are decision-making behaviors, cultural enablers, predicting versus managing the uncertainty of the future, and building adaptability into longer-term strategic initiatives. The session is highly interactive and builds on current case studies.

Kathy Pearson, Ph.D. is Founder and President of Enterprise Learning Solutions, a firm focused on executive development and learning across industries. She is a Senior Fellow at the Leonard Davis Institute of Health Economics at the University of Pennsylvania and has also served as an adjunct associate professor in the Operations and Information Management Department at The Wharton School.

Dec 06: 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".

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