

# Scotland 2017

## Jan 27: Breakthrough Ideas: How to Become a More Strategic Thinker

Intended for leaders who currently work with strategy, the focus of this session is on the learning aspect of strategic thinking: what it is and how to strengthen your own strategic thinking and energize the strategic capability of your organization. Being strategically competitive in today's chaotic and complex global environment requires a different way of looking at how we approach strategic thinking. Leaders who are tasked with strategic responsibility must be attentive, agile, adaptive and innovative thinkers. Four key issues are addressed in this session: Why do organizations need strategic thinkers? What is strategic thinking? Who is a strategic thinker? How can strategic thinking be developed?

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.

## Feb 23: Breakthrough Planning Methods for Achieving Key Goals

Fortune Magazine estimates that 70% of all strategies fail. Failure often occurs because of ineffective planning methods for turning strategies into executable projects. This session offers a breakthrough planning approach for clearly aligning projects with strategic intent to boost your odds of project success. You will learn a common language and a step-by-step process for designing successful projects, programs, and change initiatives.

Mr. Terry Schmidt, author of *Strategic Project Management Made Simple* and *Turn Strategy Into Action*, is an internationally known management consultant who helps organizations become more strategic, productive, and profitable. He holds a Harvard MBA and has over thirty years of experience as an executive, educator, and strategy coach in 34 countries.

## Mar 28: Creating the Innovation Mindset: Using Storytelling to Spark Creativity and Increase Engagement

All business leaders worth their low-salt lunch, regardless of their industry, will agree on one thing that innovation is a key driver of their company's success. What they don't agree on is how to ensure that innovation actually happens. After 27 years of providing innovation services to some of the world's most forward-thinking organizations, Mitch Ditkoff has discovered the holy grail of moving the innovation needle. Storytelling. Yes, storytelling—the skillful communication of personal narratives that change mindset, increase engagement, transfer knowledge, and spark commitment. Archimedes said that if he had a fulcrum, he could move the world. In the realm of innovation, storytelling is the fulcrum.

Mitch Ditkoff is the co-founder and President of Idea Champions, a highly acclaimed management consulting and training company, headquartered in Woodstock, NY. He specializes in helping forward-thinking organizations go beyond business as usual, originate breakthrough products and services, and establish dynamic, sustainable cultures of innovation.

## Apr 06: Transforming Difficult Conversations and Discovering Common Ground: Appreciative Intelligence

Appreciative Intelligence is the ability to see the generative potential in any situation and to actualize it. It is a leadership skill set that will enable you to step into conflict mindfully, and to transform difficult conversations into purposeful discussions. As a leader, by improving your Appreciative Intelligence, you will expand your abilities to reframe conflicting situations and move affected parties to a common ground. While challenging projects and difficult conversations will always be there, your approach to dealing with them will be more mindful, transforming conflict into opportunities to create better understanding, to enhance relationships, and to gain mutual respect, and create shared goals and positive outcomes.

Tojo Thatchenkery (Ph.D. Weatherhead School of Management, Case Western Reserve University) is an internationally known speaker, consultant, and educator. He is professor and director of the Organization Development and Knowledge Management program at George Mason University, Arlington, Virginia. He is the author of over a dozen books and hundreds of articles, including *Appreciative Intelligence: Seeing the Mighty Oak in the Acorn*, which was a Harvard Business Review recommended book, and *Making the Invisible Visible*, which introduced the concept of quiet leadership as a key driver for innovation in organizations.

## May 10: The SUMO Principles of Leadership

In this highly interactive and practical workshop, Mr. McGee will explore his main SUMO (Shut Up, Move On) principles and how they impact our ability to inspire others. His principles relate to any leader whose organization would benefit from taking a fresh look at the following five key areas: Change, Relationships, Attitude, Motivation and Stress. Building on his background in behavioral and social psychology, he will give us time to reflect upon our behavior and that of others and identify what hinders our effectiveness.

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.

## Jun 15: A Leader's Guide to Building a High-Performance Workplace

This dynamic, interactive and hands-on learning experience will: provide specific tools to help leaders better understand the causes of managerial failure; equip managers to better focus their people and themselves on desired outcomes; help leaders effectively equip their people to perform at higher levels; demonstrate the importance of creating a working environment that fosters better results; encouraging managers to maximize people power and will make a strong case for developing both people and processes in your quest for better results.

Dr. Clinton Longenecker is an award-winning business educator, researcher, author, motivational speaker, and executive coach who was recently recognized by The Economist as one of the top 15 business professors in the world. A thought leader in rapid performance improvement, Dr. Longenecker has published over 180 journal articles in America's top academic and professional journals. He is also the author of two best-selling books, including *Getting Results: Five Absolutes for High Performance* and *The Two-Minute Drill: Lessons for Rapid Organizational Improvement from America's Greatest Game*. Dr. Longenecker has helped transform the talents of thousands of business leaders in some of America's best companies from coast-to-coast.

## Jul 07: Motivation, Cooperation and Trust: Reaching for the Next Level

Unlike most motivational programs that do little more than explain the why of human behavior, this program shows you the how. You will learn specific communication skills to inspire productivity in others, build their trust, fuel their accomplishment, and assure their peak performance. When you give people the care they need, they produce the results you want. The objectives for this program include: (1) learning to avoid practices that erode motivation; (2) learning to generate lasting enthusiasm in others; (3) mastering a communication system that brings out the best in others; (4) practicing feedback strategies that improve work processes, boost performance and change unproductive behavior; (5) learning to create an atmosphere of respect and trust in the workplace; (5) learning to increase employee investment in organizational success.

Dr. Alan Zimmerman is the founder and President of ZCN, a training and consulting firm. He has delivered more than 3,000 management development programs over the last 15 years to such clients as 3M, Ernst & Young, Prudential, Target, US Steel and numerous others. In addition he was recently inducted into the Speaker Hall of Fame, an honor bestowed on a small handful of people in the last 30 years, including Ronald Reagan, Colin Powell, Art Linkletter, Zig Ziglar and Norman Vincent Peale.

## Aug 24: Relationship Management: Ten Skills Leaders Need to Get the Best From Others

What does it take to get the best performance out of people today? Personal Relationships! No longer can you just tell people what to do. Instead, you must informally seek and build commitment among your team members to do their best. In this session you'll discover new, research-based, techniques, which will help you do that. We'll learn how successful leaders shape their work environments to achieve optimal performance, get others to feel proud of their work, show they value others contributions in surprising ways, offer feedback that really helps, cope with the natural frictions that arise when people work together, and create a meaningful workplace where people, and the organization, can prosper.

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.

## Sep 14: 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, L'Oréal, United Technologies, Kraft, and Experian to design innovative business strategies that produce new revenue, profits, and market share.

## Oct 12: 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.

## Nov 16: Collaboration: The Key to Effective Relationships and Performance

The greatest source of inefficiency for most organizations lies in working relationships – conflict, mistrust and misunderstanding. Tolerating relationship dysfunction does not make good business sense. Collaboration is an essential ingredient for successful performance in the modern business environment. Good leaders create a collaborative environment where people choose to participate and commit, leading to engagement, innovation, performance, and organizational effectiveness. This session will provide a step by step process to nurture and develop collaboration within teams, departments and functions within your organization. Delegates will leave this highly interactive workshop with practical ideas and tools to address the issues relating to collaboration in their workplace. Shay McConnon draws on his 20+ years working in organizations on leadership and culture issues to show you how to improve relationship efficiency. He will give you the tools that will allow you to engage your staff and create even more collaborative relationships.

Shay McConnon is a psychologist, an author of 18 books and the CEO of McConnon International ([www.mcconnonint.com](http://www.mcconnonint.com)). With 5 regional offices and over 50 consultants, McConnon International offers global delivery of some unique leadership and culture solutions that engage staff, promote ownership and create collaborative relationships. He is also the creator of An Even Better Place to Work ([www.anevenbetterplacetowork.com](http://www.anevenbetterplacetowork.com)) an on-line, self-managed solution that prevents people problems and encourages the What am I going to do not the What is management going to do mindset.

## Dec 07: 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.

FOR REGISTRATIONS PLEASE CONTACT: **Graeme Wilkinson**  
Phone: **+44 7796 938102** Email: **scotland@ims-online.com** Website: **www.ims-online.com**