

Toronto 2018

Jan 24: 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.

Feb 22: Become a Persuasive Negotiator: Best Negotiating Practices

In this highly engaging workshop, participants explore how to effectively respond to offers, turn your counterpart's no to a yes, overcome the two greatest obstacles to success, and manage concessions to create and capture value at the bargaining table. With your own negotiation challenges addressed and equipped to use negotiation tools on the job, participants leave this workshop as more competent and confident negotiators.

Leslie Mulligan is a proven business leader and negotiation expert who has trained around the world with Fortune 500 companies, US federal government agencies, and universities with Watershed Associates Best Negotiating Practices program. She is a much in-demand keynote speaker and workshop facilitator, having worked with clients such as AARP, Apple, Chevron, Emory University, FDA, GSA, Halliburton, KIND Snacks, Intel, NASA, Nike, Novo Nordisk, OMB-Executive Office of the President, Pew Charitable Trusts, Rockwell Collins, SAP, Silicon Valley Leadership Group, US Cellular, US Federal Courts, Volvo, Yale University, and Women in Technology, among others.

Leslie spent 15 years in Silicon Valley before joining Watershed, where she led sales and marketing teams, negotiating with customers and partners to accelerate growth. Leslie's experience spans diverse roles: marketing, sales, business development, product management, and general management. Most recently, she was the Worldwide Director of Marketing for the Mobile team at the \$4B Fortune 500 Company, NVIDIA Corporation. Prior to that, Leslie was VP/GM at Immersion Corporation, and held senior roles at Wind River, Quantum and Raychem Corporations, where she negotiated and crafted innovative business agreements.

Leslie served as an Officer in the USAF early in her career after graduating with a B.S. in Mathematics from the University of Notre Dame. She earned an M.B.A. from the University of West Florida and an M.S. in Applied Mathematics from Harvard University.

Mar 22: Overcoming Anger, Stress and Anxiety: A New Perspective on Management

Our energies are often entangled in coping with personal and work life tensions that induce stress, anger and anxiety. The seminar will give you techniques to unleash unconscious sources of positive energy to transform stress so endemic in the business world, generate profound breakthroughs in relating to others and cultivate an emotional culture that generates greater engagement and supports teamwork. Prior techniques of developing emotional intelligence have failed to explore the farther reaches of this creative potential that can result from opening new doors of perception in managers. This seminar, based on Eastern wisdom traditions like Zen, has been hailed as a paradigm shift in leadership training. It builds on emotional intelligence but goes beyond, leading us to a new vision for our relationship with ourselves and with others in generating a personalized presence.

Dr. Param Srikantia (Ph.D. Weatherhead School of Management, Case Western Reserve University) is a Professor, Seminar Leader and Author, who draws upon twenty years of leadership experience in six global conglomerates coupled with teaching and scholarly research in multiple continents. He has authored over 35 scholarly papers in Management, Organizational Behavior, and Globalization published or presented at conferences in the United States, Europe, Asia, South America and Africa

Apr 06: 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.

May 10: Strategic Leadership: Aligning the Key Elements that Drive Performance

Today's leaders are faced with a daunting challenge: maintaining performance and profitability while at the same time evolving their organizations to accommodate the new structures and technologies demanded by the networked economy. This highly interactive workshop will help leaders to assess their personal readiness - and that of their organization - to take advantage of the opportunities presented in today's unprecedented environment of change and innovation.

Dr. Albert Vicere is an award winning teacher and researcher, he was profiled as a "next wave leadership guru" by Business Horizons magazine. Author of more than 70 articles, his latest book is "Leadership by Design". He has advised many of the world's leading organizations including AT&T, British Airways, HP, IBM, McDonald's and Motorola.

Jun 14: Straight Talk: Using Candor and Constructive Confrontation to get Better Results

This practical seminar develops skills for planning, leading, and following up on Candor Conversations about expectations and agreements. We tackle both the smoother, preventive discussions around clear upfront Agreements, as well as the most stressful of work discussions - Constructive Confrontations. We'll provide antidotes for someone repeatedly breaking an agreement - instead of giving up, blowing up at the person, or burying the issue.

Dr. Rick Brandon has over 30 years of performance improvement experience, and has educated over 100,000 people in workshops and speeches. He delivers keynote speeches at corporate events, educates thousands annually in workshops and appears in various industrial and educational videos.

Jul 19: The Five Absolutes to Achieve High Performance

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.

Aug 23: Coaching In The Moment: Bringing Out The Best In Others

Coaching Moments® are all around us, but we may not recognize them. These opportunities to help others learn, grow and develop are hidden within the day-to-day interactions we commonly call problems. Coaching in the Moment® is a highly interactive learning experience that enables participants to create coachable moments and use the elegantly simple Untying the Knot® approach to coaching conversations so that others can identify their own path forward.

Dianna Anderson, MCC is the Chief Executive Officer for Cylent, a professional services firm offering coaching-based leadership development, culture change and MetrixGlobal evaluation services. Dianna is an accomplished leadership coach, author and management consultant, with a true passion for partnering with individuals, teams and organizations to create lasting transformational change that delivers real value. Dianna is recognized by the ICF as a Master Certified Coach.

Sep 20: 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.

Oct 11: The Changing Rules of Strategy: New Mindsets for a New World

In this session, Professor Hewitt will present a practical model of "disruptive foresight". This will enable participants to do five key things: (1) spot and decipher early signals of competitive disruption in their industry; (2) analyse the forces driving disruption and their likely consequences; (3) consider realistic strategic options to benefit from disruption; (4) ensure the organization acquires the capabilities to handle game-changing challenges; (5) drive a deep mind set shift throughout the organization, well beyond the legacy of traditional change management models.

Professor Gordon Hewitt is widely acknowledged as one of the world's leading authorities on the challenge of competing and creating value in dynamic, complex markets. He has been involved in major strategy and top leadership development programs for corporations such as Pfizer, Sony, Honeywell, Time Warner and IBM. In addition, he has chaired meetings of European and American CEOs and Board Chairman to discuss the future of corporate strategy and governance.

Oct 25: 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: Managerial Courage: Five Skills to Increase Your Effectiveness

This seminar builds a talent management strategy around five Principles that go far beyond basic management rules. These Principles challenge normal management concepts and require participants to look at each employee they manage and formulate a development plan and/or communication strategy that best fits the individual. Each of the Principles is discussed in depth and numerous real work situations are used to illustrate how to get a better outcome for the organization and the individual that goes far beyond that one encounter. Not only do participants get useful day-to-day tools, but leadership strategies to use in numerous other business situations.

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 05: Critical Decision Making: The Role of Constructive Conflict

Through fascinating examples from history, including the Bay of Pigs, Cuban Missile Crisis, and the tragedy on Mount Everest, this workshop will explore the following: the five myths of executive decision making; how to foster open debate; how to achieve "diversity in counsel, unity in command"; how to move to closure: overcoming the inability to decide; avoiding "analysis paralysis" and other pitfalls; how to gain the whole-hearted commitment to act; and how to address hidden doubts that could undermine your final decision.

Prof. Michael Roberto is the Trustee Professor of Management at Bryant University. He previously served for six years on the faculty at Harvard Business School. His book, *"Why Great Leaders Don't Take Yes For An Answer"*, was named one of the top 10 business books of 2005 by *The Globe and Mail*, Canada's largest daily newspaper. He has taught in leadership development programs and consulted at a number of firms including Morgan Stanley, Home Depot, Mars, The World Bank and Lockheed Martin.

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