

Boston 2017

Jan 26: Become a Persuasive Negotiator: Best Negotiating Practices

In this highly engaging workshop, participants explore how to effectively respond to offers, turn your counterparts 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 Fortune 500 companies, federal government agencies, non-profit organizations and universities around the world with Watershed Associates. She is a much in-demand keynote speaker and workshop facilitator at clients such as Nike, NASA, Chevron, Yale University, Pew Charitable Trusts, Silicon Valley Leadership Group, US Federal Courts, Halliburton, Rockwell Collins, US Cellular, and Women in Technology, among others. Before joining Watershed Associates, Leslie spent 15 years in Silicon Valley, leading sales and marketing teams, negotiating with customers and partners to create value within sustainable agreements.

Feb 28: 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.

Mar 28: Proven Communication Techniques that Enhance Performance

Many of us remain passive against broken, indirect communication habits or lack confidence in our business communication skills, hoping that things will miraculously improve but they won't. Not without skills and effort. The people you work with can work with you, around you, or against you. How people work with you depends on the business relationships you cultivate. Do your colleagues trust you? Can they speak openly with you when projects and tasks go awry? Communication is at the heart of building successful and candid business relationships. Learn how to improve your business communication skills from one of the leading authorities, who shares insight and techniques from her award winning book *How to Say Anything to Anyone*. You'll learn how to, ask for what you want at work, improve all working/business relationships, reduce the gossip and drama in your office, tell people when you're frustrated in a way that resonates, take action on your ideas and feelings, determine what's important to management, get honest feedback from co-workers so you know your reputation. Improving your business communication skills will positively influence your office relationships, but more so help you attain the level of career success you've always strived for. This new IMS program is interactive, fun, relevant and packed with immediately applicable tools and techniques and directed at professionals that strive to work, live and play well with others.

Shari Harley, MA and Certified Speaking Professional (CSP) is the founder and president of Candid Culture an international training and consulting firm bringing candor back to the work place, creating a safe haven for employees, managers, and clients to speak honestly. Candid Culture helps corporations, associations, government agencies, schools, and not-for-profits get and keep the right customers and employees by creating better business relationships.

Apr 27: 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*.

May 17: The Art of Diagnosis: Solving the Right Problem the First Time

The Art of Diagnosis provides new insights into how individuals and teams can solve the right problem the first time. The critical challenge is that all too often when tackling problems, individuals and teams suffer from a set of biases and impediments that cause them to focus prematurely on problem solving and "jump to solutions". In contrast, this program focuses on the art of comprehensively formulating problems before solving them. Participants will learn a variety of specific and proven processes to help them and their teams solve the right problem the first time.

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 14: 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.

Jul 18: Developing Leadership Charisma: Your Actions Speak Louder Than Your Words

The most capable don't always succeed; the ones who project their ability do. You can be the brightest in your business specialty and produce measurable results, but if you aren't consistently effective with people, it is very difficult to project your influence. In this seminar you'll acquire new tools to develop your own style of strong and directive executive effectiveness and leadership. You'll learn how the best think, act, and relate to others on a whole new level - to both get pulled up from above and pushed up from below.

Ms. Debra Benton, author of *Executive Charisma* (McGraw-Hill) is an executive coach and international speaker. Her clients include standout companies like Pepsi, Hewlett-Packard, IBM, Kraft, McKinsey & Company, and Lockheed-Martin. Benton is regularly featured in *Fortune*, *The Wall Street Journal*, *The New York Times*, and has appeared on CNN, Today Show, Good Morning America, and the CBS News with Diane Sawyer. She is the president of Benton Management Resources Inc, in Ft. Collins, Colorado.

Aug 15: The Power of Collaborative Leadership

As more and more organizations move toward a collaborative culture, a new leadership model is emerging one that replaces command and control with trust and inclusion. The leader's new role is to encourage team members to see themselves as valued contributors, to help them build their knowledge base and expand their personal networks, and to motivate them to offer their ideas and perspectives in service of a common goal. Collaborative leaders understand how to create an environment in which people choose to participate and contribute. Inspiring, interactive and energizing, this session will give you the insight and skills to build collaborative relationships within your team and throughout the organization.

Carol Kinsey Goman, Ph.D., is an international keynote speaker and leadership presence coach. Carol has been cited as an authority in media such as *Industry Week*, *Investors Business Daily*, CNN's *Business Unusual*, *PBS Marketplace*, *MarketWatch* radio, and the *NBC Nightly News*. She is a leadership blogger for *Forbes* and the author of twelve business books, including *"The Silent Language of Leaders: How Body Language Can Help - or Hurt - How You Lead."* Carol has published over 300 articles in the fields of organizational change, leadership, innovation, communication, collaboration, employee engagement, and body language in the workplace. She can be reached by email: Carol@CarolKinseyGoman.com, phone: 510-526-1727, or through her website: www.CarolKinseyGoman.com.

Sep 19: Transformational Teams: Creating an Environment that Fosters Productivity, Cohesion and Resilience

Organizations today must understand and leverage 7 critical attributes of cohesive, productive and resilient teams. This 1 day interactive course guides participants through a learning experience to develop the seven attributes and behaviors that are critical to high productivity and effectiveness. The seven critical team attributes include: Trust, Appreciation, Communication, Creativity & Ideation, Meeting Management, Behavior Management and Problem Solving & Decision Making.

Dr. Ellen Burts-Cooper is the senior managing partner of Improve Consulting and Training Group, a firm that provides personal and professional development training, coaching and consultation. She is also an adjunct professor at Case Western Reserve University in the Weatherhead Executive Education Program and author of the book *Canine Instinct: A Guide to Survival and Advancement in Corporate America*. Dr. Burts-Cooper earned a Ph.D. in organic/polymer chemistry at Virginia Tech and holds a Lean Six Sigma Master Black Belt certification from 3M Company.

Oct 04: 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*

Oct 20: Get Momentum: How to Start When You're Stuck

Based on the book *Get Momentum*, this seminar coaches you in the mindset, skill set, and toolkit required to make progress on goals faster and easier. This workshop will also provide valuable insights into the psychology of change and how to direct your focus and the focus of others as an effective team leader. The *Get Momentum* seminar sets a journey in motion, teaching you how to make proactive changes based on the solid foundation of your own quality of life criteria. Employing a step-by-step guidance on how to define your own personal professional life criteria you will soon be able to mentor those you manage on how to Get and Maintain Momentum as well. With kindness, accountability and encouragement, *Get Momentum* will help you tap into your natural way of being to achieve professional goals and personal experiences that are on your bucket list.

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 14: Women, Work, and Well-Being: How You Can Thrive

Learning to thrive can help women leaders succeed despite the challenges they face. Discover how to become a more self-confident, emotionally intelligent, and resilient leader by improving your well-being. Learn how to boost levels of employee engagement and performance by creating a positive workplace where everyone is thriving. This workshop presents a model of well-being and describes how thriving impacts leadership success. Participants will learn well-being practices that can be used to enhance their leadership skills and optimize the performance of their teams.

Dr. Beth Cabrera shares the power of positivity and purpose through her research, writing, and speaking, helping organizations and individuals apply knowledge from the field of positive psychology to achieve greater success and well-being. Through her company Cabrera Insights, Beth works with organizations to help them create and maintain positive work environments where people thrive, and also teaches individuals strategies for living happier, more meaningful lives. Her approach is extremely effective in developing leaders, building teams, and advancing careers. Dr. Cabrera's expertise was gained through years of experience teaching, conducting research, advising organizations, and coaching individuals on how to maximize engagement and performance. Her research has been published in leading academic and professional journals. She is also the author of the book *Beyond Happy - Woman Work and Well Being*.

Dec 12: 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".

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