

Cleveland 2019

Jan 23: Create Like Da Vinci & Innovate like Edison

This dynamic, highly-interactive program brings da Vinci's genius to life through fascinating biographical and historical information, setting the stage for an introduction to seven principles for thinking "a la Leonardo." Leonardo was probably the most creative person who ever lived but Thomas Edison is history's greatest practical innovator. Personal success and fulfillment requires you to learn how to think like an innovator; and, for your organization to be successful, innovation is now more important than ever.

Michael Gelb is the world's leading authority on the application of genius thinking to personal and organizational development. He leads seminars for organizations such as DuPont, IBM, Merck, Microsoft, Nike, and YPO. He has authored the book, *How to Think Like Leonardo Da Vinci: Seven Steps to Genius Every Day*, which has been translated into 25 languages and has appeared on the New York Times best seller list.

Feb 13: Developmental and Performance-based Coaching for Today's Workforce

Your individual development plan may be the single most important document to advance your career. You will depart this workshop with your personal plan and the skills and tools to coach and develop Millennials and other career minded staff members on your team. Participants will learn and experience the connection of effective coaching and feedback to each managers team to be able to improve their ability to execute consistently. In the majority (around 70%) of executive failures, the real problem isn't bad strategy. The real problem is bad execution, according to the Fortune Magazine article titled, "Why CEO's Fail". At its core, execution comes down to setting clear expectations and regular coaching and feedback.

Four-time winner of the Business Advisor of the Year in North America, John D. Lankford is passionate about development, performance and results. An expert in executive coaching and developing leadership talent, his fun and lively approach motivates others to embrace development and innovative ideas. As a certified Executive Coach and 4 Time Business Coach of the Year, John loves to coach leaders on his proven coaching techniques. His impressive background is unique, boasting 23 years of corporate and 12 years of entrepreneurial experience. John has facilitated more than two dozen mergers and acquisitions, as well as launching three businesses and ultimately selling two. John provides hands-on, triage support that produces measurable results in real-time. His process provides laser focus on the execution of the plan. Johns coaching and accountability teaches business leaders not to be distracted by bells, whistles, or fads. His leadership experience covers every level of management from front line supervisor to becoming the former CEO of the Innisbrook Leadership Institute. His leadership track record includes leadership positions at the Executive Education team at Ford Motor Company, Oakwood Healthcare, Comcast University and the St John Healthcare system.

Mar 14: Breakthrough Ideas: How to Become a More Strategic Thinker

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.

Apr 09: Six Leadership Styles that Build Engagement and Get Results

Leadership is art and science; this interactive and fast-paced session explores both. The course begins with a thought-provoking discussion about leadership and the many attributes associated with effective leadership. We also explore six primary leadership styles that can be used to help the work of the team move forward.

Scott J. Allen, Ph.D., is the Standard ProductsDr. James S. Reid Chair in Management at John Carroll University. Allen is an associate professor and teaches courses in leadership, management skills, and executive communication. In 2014 he was awarded the Wasmer Outstanding Teaching Award for his work in the classroom. Scott has published more than 50 book chapters and peer-reviewed journal articles.

Apr 11: Leveraging Optimism to Make Change Work

In the good and the tough times, the best leaders leverage optimism to make strategic change for yourself and your team. Optimists are realists who are the first to admit there are problems and the first to do something about them. As a leader, you'll learn how to reframe challenges as opportunities and to turn downturns into strategic progress. You'll learn how to turn your anxiety and worries into attitudes and actions that produce results.

Dr. Terry Paulson is a psychologist and author of the popular books "50 Tips for Speaking Like a Pro", "Paulson on Change", and "They Shoot Managers, Don't They?" Since founding Paulson & Associates in 1974, Dr. Paulson has conducted management programs for 3M, Hughes Aircraft, IBM, Merck, Nissan Canada, and hundreds of other organizations.

May 15: Exceptional Leadership: Skills Every Manager must Master

Every manager has the opportunity to be a great leader! Leadership is the quality necessary for managers who need to accomplish objectives with and through people. With survey responses from over 100,000 employees around the world, we'll examine what managers in the Best-of-the-Best organizations do to lead and inspire their teams. In this interactive session, we will discuss and action plan in the areas of developing and communicating a vision, leading change, coaching and inspiring team members. The difference between the companies that will be the success stories of the future and those who will struggle in their shadows boils down to the leadership provided by the organization's management team. Simply put, your team members deserve great leadership.

Peter Barron Stark, President of Peter Barron Stark Companies, is co-author of *The Competent Leader and Engaged! How Leaders Build Organizations Where Employees Love to Come to Work*. Peter is one of only a handful of speakers to hold the prestigious dual designation of Accredited Speaker from Toastmasters International and the Certified Speaking Professional from the National Speakers Association. Peter specializes in helping leaders improve their communication skills, build stronger relationships, hold direct reports accountable and build a reputation for delivering superior results. He has been published worldwide in over 300 articles, has written ten books, and created *The Managers Toolkit*, a subscription-based website to help turn managers into leaders. Peter's expertise has been featured by *American Executive*, *Investors Business Daily*, *The New York Times*, *CNN*, *Bloomberg, Inc.com* and *USA Today*.

Jun 11: 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.

Jul 18: Courageous Coaching: 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, MCC, is fascinated by the brain, especially what triggers feelings of connection, commitment, and possibility. She draws on her research as she helps leaders have more effective conversations where they shift even difficult conversations into difference-making moments. She has delivered both executive coaching and training programs in 38 countries and to top universities including the Harvard Kennedy School, Cornell University, and the Moscow School of Management (Russia). Her expertise is in emotional intelligence and transformational coaching skills.

Aug 13: The Emotionally Intelligent Leader: How Your EQ Determines Your Effectiveness & Success

As the business environment continues to change, emotional intelligence skills will become increasingly important in determining who succeeds and who fails. This presentation will help participants develop the emotional intelligence competencies required by a position of leadership. Participants will assess, develop, and apply their own emotional intelligence and will learn how to cultivate emotional intelligence in their organization.

Dr. Hendrie Davis Weisinger is a celebrated, influential, world renowned psychologist and New York Times best-selling author of "The Genius of Instinct", "Emotional Intelligence at Work", "Nobody's Perfect", "Anger at Work", and "The Power of Positive Criticism". He has been a guest expert on over 500 television and radio shows including Oprah, Good Morning America and Today Show.

Sep 19: How Managers Use Analytics to Drive Excellence

In this highly interactive workshop you will learn to hone your skills at identifying valid performance metrics linked to financial success for a wide variety of factors that are hard to quantify, such as corporate culture, intellectual capital, customer satisfaction, and marketing/sales. Using a series of case studies from service and manufacturing organizations, attendees will be able to critically evaluate their own organization's metrics and approach to performance management and come away with many examples of creative measures and approaches used by today's leading companies and non-profits.

Mark Graham Brown has spent the last 25 years consulting with organizations to help them improve performance. He is author of two best-selling books on balanced scorecards and planning: "Keeping Score - How to Design and Implement Organizational Scorecards" and "Winning Score: How to Design Organizational Scorecards." He is also coauthor of "Rx for Business: Troubleshooting Organizational Change Programs" and "Why TQM Fails and What to do About It."

Oct 08: Contextual Intelligence: The Power of Using Hindsight, Insight and Foresight to Resolve Complexity & Ambiguity

Navigating complexity and uncertainty is a crucial leadership literacy for business and organizational success. Traditional and business-as-usual models of organizational management are not only inadequate, but hazardous. Dr. Kutz combines cutting-edge research and real-life anecdotes to outline the 12 behavioral practices of contextually intelligence leaders and delineates how those behaviors contribute to effective use of the 3D Thinking Framework (using hindsight, insight, and foresight) to improve leadership and decision-making.

Matt Kutz (Ph.D. in Global Leadership) is a Fulbright Scholar in the Medical Sciences (University of Rwanda, East Africa) and a Visiting Research Scholar in the College of Medicine at Griffith University and Gold Coast University Hospital (Queensland, AU). Dr. Kutz is an award-winning author, international scholar, and editor of two academic journals. Dr. Kutz's book on Contextual Intelligence was a Leadership Book Award honoree for Innovation and Cutting-Edge Perspective; in addition to that he has written multiple other books and textbooks on leadership and management.

Nov 13: The Resilient Leader: Skills to Boost Your Leadership Abilities and Strengths

In this session you will learn about 7 ways to grow your leadership abilities and foster resilience on the part of yourself and 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. We will evaluate your top leadership priorities and learn if the time allocated to each is a match. We will assess your self rating of your leadership abilities and determine whether you tend to overestimate those abilities. And then we'll delve into 5 concrete skills to boost each of the 5 strengths of resilient leadership. Participants will learn how to convey integrity to direct reports, about the Optimism Gap that exists between leaders and employees (and how to bridge it); and how to align personal values with the values of your organization for optimal performance on the part of both individuals and teams.

Dr. Andrew Shatté 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 Dean's Award for Distinguished Teaching. Dr. Shatté 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. Shatté is co-author of *meQuilibrium* and *The Resilience Factor*.

Dec 05: Optimize 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.

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