

Columbus 2019

Jan 24: Creating a Connection Mindset: Boost Employee Engagement, Productivity and Innovation

Sharing knowledge integrated from research in multiple fields, including neuroscience, organizational behavior, psychology, sociology, history and his firm's proprietary research, Mr. Stallard describes the "Connection Culture" that every organization needs to thrive for sustained periods of time. During this session, you will learn: what motivates individuals to give their best efforts; three types of relational cultures; six human needs to thrive; five elements of a Connection Culture; and best practices of individuals who create Connection Cultures.

Michael Stallard is president of E Pluribus Partners, a leadership training and consulting firm that helps leaders create high-performance, life-giving workplace cultures. He speaks, teaches, coaches or consults at a wide variety of business, government, healthcare and education organizations. Michael is the primary author of the books *Fired Up or Burned Out: How to Reignite Your Teams Passion, Creativity and Productivity* and *Connection Culture: The Competitive Advantage of Shared Identity, Empathy and Understanding at Work*.

Feb 07: 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 21: 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 04: Develop your Change Intelligence® (CQ®) to Lead Change and Other Critical Initiatives

Become a more agile leader by learning tactics to influence-up, collaborate cross-functionally, and motivate direct reports to forge partnerships up, down, and across the organization. From emerging technologies to competitive threats to increasingly demanding customer expectations to new generations entering the workforce, businesses today are bombarded with never-ending change. Are you frustrated that no matter what you try, your change initiatives seem to either fail outright or produce gains that don't last? The reality is that most changes do fail.

Barbara A. Trautlein, PhD is author of the best-selling book *Change Intelligence: Use the Power of CQ to Lead Change that Sticks*, principal and founder of Change Catalysts, and originator of the CQ System for Developing Change Intelligent Leaders and Organizations. For over 25 years, Barbara has coached executives, trained leaders at all levels, certified change agents, and facilitated mission-critical change management initiatives - achieving bottom-line business and powerful leadership results for clients.

May 16: Boosting Productivity: Gaining Back Time for Yourself and Your Team

Do you have employees or colleagues with access to your schedule who turn your calendar into a circus? Do you or your team ever have to put in frantic hours to finish projects at the last minute? Have you ever muttered a phrase like, I didn't get anything done today or I wish I had more time? Busy professionals lose up to three hours per day from time leaks. Interruptions, procrastination, distractions, putting out fires, and battling overwhelm are all slow leaks that steal your time when you're not looking. In the business world, this adds up to over ten thousand dollars of lost time per employee each year. In your personal world, this equates to more stress and less quality time with your loved ones. This interactive seminar will give you a crash course on the strategies and tactics that you can implement immediately in order to improve your negotiations with time, plug these time leaks, and tell your time what to do!

By teaching go-getters how to improve their efficiency, Time Management Fixer Helene Segura, MA Ed, CPO helps companies and agencies lower employee stress levels, decrease absenteeism, improve retention and leadership, and increase revenue. Known for her thought-provoking, yet entertaining time management keynotes and seminars that teach practical productivity tools, Helene delivers an experience that resonates deeply and inspires change. Helene has been the featured organizational expert in more than 150 media interviews and is the author of three books - two of which were Amazon best-sellers. Her latest book, *The Inefficiency Assassin: Time Management Tactics for Working Smarter, Not Longer* (New World Library), is the go-to time management resource for thousands of professionals around the world.

Jun 04: Leading from the Middle: A Practical Approach to Achieving Extraordinary Results

In this seminar you will learn why change is so difficult and be introduced to a new, commitment-based approach to leading change that is designed for leaders who are not at the apex of an organization. By successfully leading change you will build capabilities that are extraordinary because competitors are likely to fail in their attempts to duplicate your success.

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.

Jul 17: Amazing Teams: Create an Environment of 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 also recently published *aMAZEing Organizational Teams: Navigating the 7 Critical Attributes for Cohesion, Productivity and Resilience*, a guide for improving group workplace dynamics. The book is based on the aMAZEing Team Building Experience centered in Cleveland, Ohio where teams navigate through a maze of highly interactive indoor mental challenges based on seven attributes of healthy, productive teams. 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.

Aug 08: 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.

Sep 17: 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 09: 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: Women and Well Being: How you can thrive at work

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. Cabrer'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 10: Communication Secrets For A Distracted World: How To Get Heard, Get Remembered, and Get Results

Sharpen your leadership communication-and boost your career-with 3 strategies: 1) focus, 2) variety, 3) executive presence. With focus, you'll make your messages stick, using the methodology Paul uses with leadership teams & individual executives. Variety means to be slightly different. With variety, you'll make routine info. come alive, and you'll engage others with smart questions. Presence matters because part of the message is you. Strengthen your presence with 10 actions. Learn how to get heard, get remembered & get results-every time you speak.

Mr. Paul Hellman has worked with leading organizations in the U.S. and abroad, including Aetna, BIC, Biogen, Boeing, MFS Investment Management, NASA, Sanofi, State Street, United Technologies. His columns have appeared in the New York Times, Wall Street Journal, Washington Post, Boston Globe, San Francisco Chronicle, and regularly on the back page of (the former) Management Review where he was a contributing editor for 10 years. CNBC.com has run over 100 of his fast tips. He is the author of You've Got 8 Seconds: Communication Secrets for a Distracted World, Naked at Work, and Ready, Aim, You're Hired. Mr. Hellman has appeared multiple times as a commentator on CNN's "Business Unusual" and on Public Radio's "Marketplace." He has led workshops at MIT's Sloan School during their innovation week, and taught management courses at Northeastern University and Bentley College. Mr. Hellman received an MBA from MIT's Sloan School of Management, as well as undergraduate and graduate degrees in psychology. He graduated Phi Beta Kappa from Clark University.

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