



Aligned for Execution: Cascading Strategy Across the Organization

Session Details

Faculty:	Dr. Sean Hannah	Date: Thursday, February 20, 2020
Location:	Embassy Suites by Hilton 5800 Rockside Woods Blvd, Independence, OH 44131	Sign In: 8:30 AM
Phone:	(216) 986-9900	Session: 9:00 AM - 4:00 PM

Session Description

One of the most important functions of senior leaders is managing the strategic processes and systems of their organizations. This includes strategy formulation, the development of strategic plans, and the execution parameters for those plans. It also includes strategic thinking, which is both a process and a mindset. No matter how well planned, reactions of competitors, suppliers, and customers; changes in regulatory environments, resource availability, or other dynamic changes often require that plans must change during execution.

Biography

Professor Hannah holds an endowed chair in management at Wake Forest University School of Business. He is a retired US Army Colonel with vast practical experience leading complex organizations and developing leaders. He previously was the Director of Leadership and Management Programs at West Point The United States Military Academy, and as the Director of the US Army's center for the profession and character-based leader development.

Dr. Hannah holds a PhD in Management from the University of Nebraska-Lincoln. He sits on the editorial boards of numerous top academic journals such as the Journal of Applied Psychology, and has published a breadth of papers in the world's premier management journals. As a practicing leader, he has served in command and staff positions in Infantry units in Europe, Cuba, Panama, Southwest Asia, and the United States. He served in combat with the lead unit of 3d Armored Division during Desert Storm, where his unit was awarded the Valorous Unit Award and he the Bronze Star. He has served from the lowest tactical levels to the highest strategic levels, having worked for two Chiefs of Staff of the Army and an Assistant Secretary; an engaged and effective educator and trainer, he synthesizes his research and practical leadership experience to engage students and leaders and enhance their learning. Beyond university teaching he has conducted over 300 executive education programs with major corporations and other U.S. and international organizations on leadership, leader development and character development.

Time Allocation - Topics

15% 3 Pillars of Trust

- Competence (logos)
- Character/Integrity (ethos)
- Benevolence/Sympathy/Care (pathos)
- Dynamics between leadership style, credibility, trust, and power and influence

20% Building Logos

- Signaling competence
- Harnessing others competence
- Knowing your sweet spot leveraging strengths

20% Building Ethos

- Leading with integrity and authenticity
- Ethical leadership techniques - Modelling the way

20% Building Pathos

- Fidelity, loyalty, and care
- Individualized consideration

15% Building Team and Organization-Based Trust

- Creating team potency
- Beyond cohesion building team honor, duty, and loyalty
- Embedding trust in organizational systems and culture

10% Restoring Bonds of Trust - Trust Repair

- Trust repair techniques perspective of the trustee
- Trust repair techniques perspective of the trustor

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