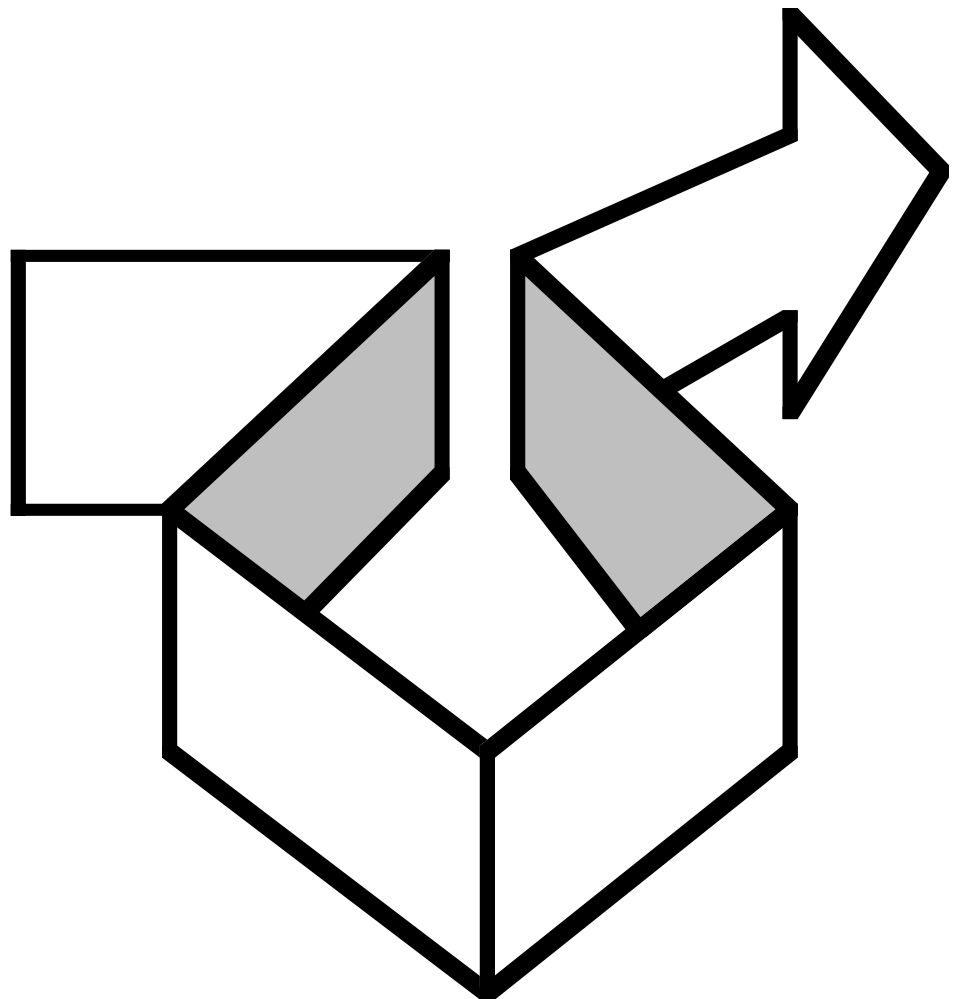

Knowledge*Passion*

Seminars and Custom Programs

Leadership and learning are indispensable to each other.

John F. Kennedy



Programs for Executive Learning

Delivery Formats

Each of the following programs can be presented either as a:

- ❖ 90-minute keynote address (information rich)
- ❖ half-day or full-day seminar (interactive exchange)
- ❖ one, two or three day workshop (experiential learning and practice)

Pre-Interviews

Programs are always tailored to the researched needs of a client. Interviews with key stakeholders are conducted well in advance of the presentation and the data gathered inform the design and delivery of the program.

Follow-Up Coaching

Subsequent to the delivery of the program, personal follow-up coaching is available for further exploration of breakthrough ideas and the deepening of new practices for gaining results at the next level of achievement.

Leadership and Language

The need for strong leadership is now an organizational imperative for navigating through chaotic waves of change and ever-increasing diversity. While executives and managers at all levels of an organization are called upon daily to demonstrate their leadership, few understand the nature of leadership let alone how to develop their own potential in this crucial domain.

Our current misconceptions of leadership trap us in a purely psychological characterization of the “shadows” of so-called leadership skills and behaviors. Instead of overcoming “skill deficits,” this program reveals how the essence of leadership can be brought forth through the discovery of the centrality of language to the human experience.

Leadership problems often arise because executives and managers become embroiled in an internal running debate about who they are, where they are going, and whether or not they are getting there quickly enough.

The program graphically demonstrates not only how words and symbols generate such problems, but how to disentangle from convoluted conversations that keep businesses stuck by designing new meanings and business practices grounded in the generative power of language.

Topics

- ❖ The Vital Transition from Management to Leadership
- ❖ What “is” Leadership?
- ❖ How Language Creates Our Reality
- ❖ Language, Structure and Change
- ❖ Developing the Language and Perspective of a Leader
- ❖ Inspiring Trust and Building Loyalty
- ❖ Generating Language for Effective Teaming and Results
- ❖ Developing a Vision with Integrity and a Voice with Power
- ❖ Designing the Future through Conversations for Shared Purpose

Reinventing Organizational Learning

Today's organizations exist in a world of increasing complexity and intensifying competition. In order to do more with less and to solve problems never faced by predecessors, organizations must learn by design rather than by chance.

To shift from a mode of unconscious adaptation to conscious anticipation requires mastering a meta-skill: *learning how to learn*. This new core competence is essential for all executives and managers who intend to consistently realize results in turbulent environments.

By becoming aware of personal and team learning processes, surfacing patterns of defensiveness and challenging organizational myths which disable effective learning, the nature of business thinking and action can be transformed from reactive to proactive to high performance.

For many, learning is synonymous with behavior change or knowledge acquisition. In this program, we examine the practical importance of an alternate view, that learning is synonymous with a change in the *meaning of experience*. From this new vantage point, we review tested strategies that help managers and their organizations construct new and more powerful business practices through becoming deeply aware of their own learning processes.

The rate at which individuals and organizations learn may become the only sustainable competitive advantage, especially in knowledge-intensive industries.

Ray Stata
Chariman
Analog Devices, Inc.

Topics

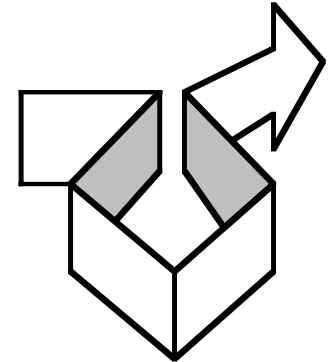
- ❖ Language, Structure and Change
- ❖ Learning Styles and The Intelligence Trap
- ❖ Paradox, Intuition and Breakthrough
- ❖ Leverage of Systems Thinking
- ❖ Expertise and Personal Mastery
- ❖ Mental Models and Belief Systems
- ❖ Emotional Intelligence

Thinking Outside the Box: Creating Breakthroughs

American corporations today face challenges undreamed of just a few years ago. While profound changes are transforming the global arena for business, traditional approaches and solutions are increasingly seen to be ineffective, inappropriate, and sometimes harmful. Even our most successful companies are fighting to survive.

The new world belongs to those who can jettison obsolete thinking and create entirely new business ideas, systems and practices equal to the waves of discontinuous change. Dramatically improving the quality of the solutions we seek will require a fundamental change in our business attitudes and thinking processes. This program will arm you with the fundamental knowledge you will need to steer your organization toward innovative thinking and action for a new world.

Thinking Outside the Box details a technology for becoming aware of the logjams in our thinking about business results and how we can dynamite them throughout an organization. It reveals the thinking styles, strategies and problem solving philosophies of world class business leaders and their organizations. The program offers a systematic approach to creative business problem solving through demystifying the key thinking skills and practices of the most creative and innovative business practitioners.



Topics

- ❖ The Nature of Thinking Outside the Box
- ❖ Myths about Change and Innovation
- ❖ Why is Breakthrough So Difficult?
- ❖ Thinking Styles of Breakthrough Practitioners
- ❖ Harnessing the Power of Intuition
- ❖ Accelerating Idea Generation
- ❖ Creating Opportunities for Innovation

Leading with Emotional Intelligence: The Heart of Performance

What will it take for your organization to break through to a new level of performance? Drawing on the latest organizational thinking and psychological research, this program provides a detailed road map for leaders seeking to navigate the tricky emotional route to personal and organizational success.

There is more to success than knowledge. With a renewed appreciation and deepened understanding of the centrality of emotional and social skills in the development of executive effectiveness and team productivity, you will come away from this program with an entirely new way of observing and dealing with the inescapable human dimension of organizational performance.

Leading with Emotional Intelligence reveals the nature and dynamics of “Emotional Intelligence” and equips you with the essential tools needed for leadership mastery in this crucially important domain.

Topics

- ❖ What is "Emotional Intelligence"?
- ❖ Understanding the Neuroscience of Emotion
- ❖ Developing Personal Mastery and People Skills
- ❖ The Emotional Language of Leadership
- ❖ Becoming a Superstar Contributor
- ❖ Dealing with the Toxic Executive
- ❖ Leveraging Organizational Learning with Emotional Intelligence

Leading with Emotional Intelligence: The Heart of Performance

TOPIC DETAIL

What is “Emotional Intelligence”?

- ❖ Why Emotional Intelligence is not an oxymoron
- ❖ Why is Emotional Intelligence a Core *Incompetence* in so many organizations?
- ❖ Fact and Fiction about Emotional Intelligence
- ❖ Personal Mastery and People Skills

Understanding the Neuroscience of Emotion

- ❖ The Brain and Emotion
- ❖ The Relationship of Mood and Emotion
- ❖ The Role of Emotion in Organizational Health and the Bottom Line

The Emotional Language of Leadership

- ❖ Expressing Passion for Excellence
- ❖ Motivating Opportunity Seeking and Risk Taking
- ❖ Energizing Values with Emotion

Becoming a SuperStar Contributor

- ❖ The Heart of Individual and Team Performance
- ❖ Climbing the Leadership Ladder with Emotional Intelligence
- ❖ Tools for Emotional and Social Intelligence

Dealing with the Toxic Executive

- ❖ Building Awareness of Emotional Impact
- ❖ Coaching with Emotional Intelligence
- ❖ Repairing Broken Trust

Leveraging Organizational Learning with Emotional Intelligence

- ❖ Establishing and Reinforcing an Environment for Empowerment and Innovation
- ❖ Encouraging and Supporting Learning for Breakthrough Results

Leading with Emotional Intelligence: The Heart of Performance

INTEGRATED PROGRAM DETAIL

Seminar (1 day)

Executive-level briefing to introduce key notions

- ❖ Format: Lecture with Interactive Q&A
- ❖ Learning Modality: Cognitive
- ❖ Focus: Information, Understanding and Insight
- ❖ Recommended Attire: Business casual
- ❖ Unlimited number of participants

Follow-On Workshop (1 or 2 day)

Hands-on exercises and personal coaching to embody new practices

- ❖ Format: Experiential Learning
- ❖ Learning Modality: Behavioral and Affective
- ❖ Focus: Practice and Embodiment
- ❖ Recommended Attire: Comfortable work-out clothing
- ❖ Minimum number of participants: 30 (Maximum: 200)