

EXECUTIVE DEVELOPMENT 2021



University of Dayton
**Center for
Leadership**

CALENDAR

Date	Program	
03/24	Crucial Conversations for Leaders: Tools for Talking When Stakes are High (AM) Influencer: The New Science of Leading Change (PM)	Joseph Grenny
04/13	Innovation is Everybody's Business: How to Ignite, Scale, and Sustain for a Competitive Advantage	Tamara Ghandour
05/13	Intentional Purpose: Building Your Brand as a Leader	Dorie Clark
9/23	Fearless Positivity: Mastering Mindset in the Midst of Uncertainty	Amy Blankson
10/07	The Surprising Truth About Motivation (AM) The Scientific Secrets of Perfect Timing: Lessons for Leaders (PM)	Daniel Pink
10/26	Helping People Change: Coaching with Compassion for Learning and Growth	Melvin Smith, Ph.D.
11/17	Start with the Vision: 6 Steps to Effectively Plan, Create Solutions, and Take Action	Rob Shallenberger

FACTORS

Every leader has a unique path. Let us be your guide.

Identify the competency or skill you are looking to develop from the list below and find the programs that will address that skill. Program dates and descriptions are listed in detail throughout this document.

Factor I: Thought

Decision Quality

- **October 7, 2021 (PM):** The Scientific Secrets of Perfect Timing: Lessons for Leaders by **Daniel Pink**.
- **November 17, 2020:** Start with the Vision: 6 Steps to Effectively Plan, Create Solutions, and Take Action by **Rob Shallenberger**.

Cultivates Innovation

- **April 13, 2021:** Innovation is Everybody's Business: How to Ignite, Scale, and Sustain for a Competitive Advantage by **Tamara Ghandour**.

Factor II: Results

Action Oriented

- **March 24, 2021 (PM):** Influencer: The New Science of Leading Change by **Joseph Grenny**.
- **September 23, 2020:** Fearless Positivity: Mastering Mindset in the Midst of Uncertainty by **Amy Blankson**.

Plans and Aligns

- **October 7, 2021 (PM):** The Scientific Secrets of Perfect Timing: Lessons for Leaders by **Daniel Pink**.
- **November 17, 2020:** Start with the Vision: 6 Steps to Effectively Plan, Create Solutions, and Take Action by **Rob Shallenberger**.

Optimizes Work Processes

- **October 7, 2021 (PM):** The Scientific Secrets of Perfect Timing: Lessons for Leaders by **Daniel Pink**.

Ensures Accountability

- **March 24, 2021 (PM):** Influencer: The New Science of Leading Change by **Joseph Grenny**.
- **November 17, 2020:** Start with the Vision: 6 Steps to Effectively Plan, Create Solutions, and Take Action by **Rob Shallenberger**.

Drives Results

- **March 24, 2021 (AM):** Crucial Conversations for Leaders: Tools for Talking When Stakes Are High by **Joseph Grenny**
- **March 24, 2021 (PM):** Influencer: The New Science of Leading Change by **Joseph Grenny**.
- **April 13, 2021:** Innovation is Everybody's Business: How to Ignite, Scale, and Sustain for a Competitive Advantage by **Tamara Ghandour**.
- **October 7, 2021 (AM):** The Surprising Truth About Motivation by **Daniel Pink**.

- **October 7, 2021 (PM):** The Scientific Secrets of Perfect Timing: Lessons for Leaders by **Daniel Pink**.
- **November 17, 2020:** Start with the Vision: 6 Steps to Effectively Plan, Create Solutions, and Take Action by **Rob Shallenberger**.

Factor III: People

Manages Conflict

- **March 24, 2021 (AM):** Crucial Conversations for Leaders: Tools for Talking When Stakes Are High by **Joseph Grenny**.

Builds Networks

- **May 13, 2021:** Intentional Purpose: Building Your Brand As A Leader by **Dorie Clark**.

Develops Talent

- **October 7, 2021 (AM):** The Surprising Truth About Motivation by **Daniel Pink**.
- **October 26, 2020:** Helping People Change: Coaching with Compassion for Learning and Growth by **Melvin Smith, Ph.D.**

Values Differences

- **September 23, 2020:** Fearless Positivity: Mastering Mindset in the Midst of Uncertainty by **Amy Blankson**.

Builds Effective Teams

- **April 13, 2021:** Innovation is Everybody's Business: How to Ignite, Scale, and Sustain for a Competitive Advantage by **Tamara Ghandour**.
- **October 7, 2021 (AM):** The Surprising Truth About Motivation by **Daniel Pink**.
- **October 26, 2020:** Helping People Change: Coaching with Compassion for Learning and Growth by **Melvin Smith, Ph.D.**

Communicates Effectively

- **March 24, 2021 (AM):** Crucial Conversations for Leaders: Tools for Talking When Stakes Are High by **Joseph Grenny**.
- **May 13, 2021:** Intentional Purpose: Building Your Brand As A Leader by **Dorie Clark**.
- **October 26, 2020:** Helping People Change: Coaching with Compassion for Learning and Growth by **Melvin Smith, Ph.D.**

Drives Engagement

- **March 24, 2021 (PM):** Influencer: The New Science of Leading Change by **Joseph Grenny**.
- **April 13, 2021:** Innovation is Everybody's Business: How to Ignite, Scale, and Sustain for a Competitive Advantage by **Tamara Ghandour**.
- **October 7, 2021 (AM):** The Surprising Truth About Motivation by **Daniel Pink**.

- **October 7, 2021 (PM):** The Scientific Secrets of Perfect Timing: Lessons for Leaders by **Daniel Pink**.
- **October 26, 2020:** Helping People Change: Coaching with Compassion for Learning and Growth by **Melvin Smith, Ph.D.**

Organizational Savvy

- **May 13, 2021:** Intentional Purpose: Building Your Brand As A Leader by **Dorie Clark**.

Drives Vision and Purpose

- **March 24, 2021 (PM):** Influencer: The New Science of Leading Change by **Joseph Grenny**.
- **October 7, 2021 (AM):** The Surprising Truth About Motivation by **Daniel Pink**.
- **November 17, 2020:** Start with the Vision: 6 Steps to Effectively Plan, Create Solutions, and Take Action by **Rob Shallenberger**.

Interpersonal Savvy

- **September 23, 2020:** Fearless Positivity: Mastering Mindset in the Midst of Uncertainty by **Amy Blankson**.

Factor IV: Self

Courage

- **March 24, 2021 (AM):** Crucial Conversations for Leaders: Tools for Talking When Stakes Are High by **Joseph Grenny**
- **September 23, 2020:** Fearless Positivity: Mastering Mindset in the Midst of Uncertainty by **Amy Blankson**.

Instills Trust

- **March 24, 2021 (AM):** Crucial Conversations for Leaders: Tools for Talking When Stakes Are High by **Joseph Grenny**
- **October 26, 2020:** Helping People Change: Coaching with Compassion for Learning and Growth by **Melvin Smith, Ph.D.**

Demonstrates Self-Awareness

- **May 13, 2021:** Intentional Purpose: Building Your Brand As A Leader by **Dorie Clark**.

Self-Development

- **May 13, 2021:** Intentional Purpose: Building Your Brand As A Leader by **Dorie Clark**.
- **September 23, 2020:** Fearless Positivity: Mastering Mindset in the Midst of Uncertainty by **Amy Blankson**.

Nimble Learning

- **April 13, 2021:** Innovation is Everybody's Business: How to Ignite, Scale, and Sustain for a Competitive Advantage by **Tamara Ghandour**.

Being Resilient

- **September 23, 2020:** Fearless Positivity: Mastering Mindset in the Midst of Uncertainty by **Amy Blankson**.



JOSEPH GRENNY

CRUCIAL CONVERSATIONS FOR LEADERS: TOOLS FOR TALKING WHEN STAKES ARE HIGH

MARCH 24, 2021 | 8:30 A.M. – 12:00 P.M.

Problem-plagued organizations often share the same root cause: perplexed employees who aren't quite sure how to bring up touchy, controversial, and complex issues and resolve them. And when three key forces show up—strong emotions, differing opinions, or high stakes—key organizational results suffer. The right skills—can help organizations of any size reach dialogue and achieve impressive results.

After more than thirty years of research in two dozen industries involving more than 25,000 individuals, Joseph Grenny has observed leaders struggle with poor performance, stalled change initiatives, low productivity, strained relationships, and general lack of results. His observations confirm that leaders who avoid talking honestly with the right people about the right issues can expect poor results.

The authors of *Crucial Conversations* found that most of the time, the most influential people were indistinguishable from their peers. The breakthrough discovery came when the stakes grew high, emotions were strong, and opinions differed. In these crucial moments, top-rated leaders routinely employed skills that turned diverse thought into synergy and synergy into results by mastering crucial conversations.

Joseph will guide you through the steps to mastering crucial conversations and harnessing the power of turning every employee interaction into an experience that achieves synergy, alignment, and agreement. You will walk away from this program with a new set of high leverage tools to effectively achieve breakthrough results.

This program will help leaders:

- Develop the skills needed to step up to controversial and heated issues.
- Professionally discuss issues in a way that makes it safe for everyone to speak.
- Create an environment where people share their best ideas, make wise decisions, and then act with conviction.

Competencies Addressed: Communicates Effectively, Courage, Drives Results, Instills Trust, Manages Conflict

JOSEPH GRENNY

Joseph Grenny is coauthor of four *New York Times* bestsellers and creator of four award winning training programs of the same titles—*Crucial Conversations*, *Crucial Accountability*, *Influencer*, and *Change Anything*. Over the past twenty-five years, Joseph has taught and advised thousands of leaders on every major continent from the boardrooms of Fortune 500 companies to the community of Nairobi, Kenya. He has been cited in every major newspaper including the *New York Times*, *Los Angeles Times*, *Washington Post*, and the *Wall Street Journal*. Joseph has appeared on hundreds of radio and television programs including the Today Show, ABC News, CNN, Bloomberg, and CNBC, and contributes regularly at Forbes.com.



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JOSEPH GRENNY

INFLUENCER: THE NEW SCIENCE OF LEADING CHANGE

MARCH 24, 2021 | 1:00 P.M. – 4:30 P.M.

We know the best leaders comprehend the importance of getting individuals to work together to accomplish goals; however, this is easier said than done. We do our best each day to motivate employees to demonstrate more concern for what we feel is important. We even provide incentives for our teams to do great work. And still, the attempts we make to exert our influence often times still fall short in us reaching our objectives.

It is safe to say that creating sustainable change is a constant struggle for individuals and organizations. We often lack the skills to influence the behaviors behind issues like: failed initiatives, short-lived change efforts, unproductive corporate culture, and entrenched bad habits. The key to overcoming these frustrations is mastering the skill of being an intentional influencer of change.

We all need to be influencers. Hardly a day passes that we don't try to influence ourselves or others to do something new and different. Whether you're looking to improve your relationships with direct reports or inspiring employees to demonstrate more concern for profitability, you are continually working on ways to exert influence.

In spite of the fact that we're routinely trying to alter behavior, few of us can articulate an effective strategy to create this behavior change. It's time this changed! By drawing from the skills of many of the world's best change agents and combining them with five decades of social-science research, Joseph Grenny will help provide you with a powerful and portable model for behavior change.

This program will help leaders:

- Successfully lead change initiatives.
- Diagnose the real causes behind the problems and create real solutions.
- Influence behavior across the organization with or without formal authority.

Competencies Addressed: Action Oriented, Drives Engagement, Drives Results, Ensures Accountability, Instills Vision and Purpose

JOSEPH GRENNY

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**TAMARA
GHANDOUR**

INNOVATION IS EVERYBODY'S BUSINESS: HOW TO IGNITE, SCALE, AND SUSTAIN FOR A COMPETITIVE ADVANTAGE

APRIL 13, 2021 | 8:30 A.M. – 4:30 P.M.

As a leader, you know that in today's climate, organizations can't afford to maintain a business-as-usual mentality. As the pressure intensifies, organizations must focus on innovation if they want to outmaneuver the changing marketplace and outperform the competition. But, the key to a thriving culture of innovation isn't in certain people, processes, or segments of the organization. The key to lasting success is to making innovation everybody's business. That doesn't happen through implementing the latest process or buying a new system. Innovation happens through people as people create the culture shift.

In this highly interactive and real-world based program, Tamara Ghandour is going to share how to avoid the "traps of certainty" and easily adapt the Innovation Quotient Edge program that helps leaders and teams ignite, scale, and sustain innovation through their greatest asset - themselves and the teams they lead. The Innovation Quotient Edge (IQE) program is the only proprietary tool of its kind that tells you how you naturally innovate and then gives you the tools to weave innovation into the DNA of your teams. You'll join the thousands of people across the globe that have taken the IQE assessment and unlocked their Everyday Innovator™ style for higher performance both individually and as a team. With the correlating mindset and exercises that Tamara will walk you through, you'll be able to easily implement innovation every day, avoid initiative fatigue, and transform your teams from a group of A-players to a high-performance team.

This program will help leaders:

- Bring to life the real definition of innovation to ignite, scale, and sustain daily innovation.
- Deep dive into their Everyday Innovator™ style to become stronger leaders with more innovative voices.
- Create a lasting culture of innovation that impacts the bottom line.

Competencies Addressed: Builds Effective Teams, Cultivates Innovation, Drives Engagement, Drives Results, Nimble Learning

TAMARA GHANDOUR

Tamara Ghandour is the founder of LaunchStreet. She has helped teams across the globe compete, and win, by tapping the power of innovation. With more than twenty-five years of business experience, Tamara knows what it takes to drive growth and innovation daily in an ever-changing marketplace. Her Innovation Quotient Edge (IQE) Assessment is the only tool able to measure people's natural innovation strengths and deliver insights and tools for performing at their peak, therefore, bringing more innovative ideas to the table and building high-performance teams. When companies like Disney, General Mills, Hilton, and Red Robin want to up their innovation quotient, they call Tamara. Her top-rated business innovation podcast, Inside LaunchStreet, is listened to by thousands of innovators across the globe.



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DORIE CLARK

INTENTIONAL PURPOSE: BUILDING YOUR BRAND AS A LEADER

MAY 13, 2021 | 8:30 A.M. – 4:30 P.M.

Being recognized as a compelling leader can dramatically accelerate your professional success. Are you where you want to be professionally? As leaders, whether you want to advance faster within your organization, move into a new position, get noticed for how well you are performing, or maybe explore other opportunities all together, one thing is clear: to succeed, you have to build a strong and credible brand that leverages your unique passions and talents. In building your brand, a leader really has a couple of choices: you can let those around you determine and manage how you are seen or you can take a proactive approach and lead the way.

While taking control of your leadership brand can mean different things to different people, an intentional, purposeful, and strategic approach is what is needed in order to achieve your aspirations in today's competitive environment. The days of putting your head down, working hard, and hoping the next opportunity will come may help, but there is more to you achieving what you want and that is driven by how you are viewed and perceived by key stakeholders you have the power to influence.

In this highly engaging and interactive program, Dorie Clark will first provide you with proven techniques that will help you to determine how you are currently viewed. Next, she will guide you through a step-by-step approach to building or reinventing your brand as a leader in order to increase the likelihood of you getting what you want out of work and life. But, this is not enough...being able to clearly communicate and live your brand effectively will drive you to what you want to achieve.

This program will help leaders:

- Discover and understand how their brand is being perceived.
- Develop a roadmap to establishing and cultivating the brand they want to leverage.
- Communicate and live their brand effectively to others.

Competencies Addressed: Builds Networks, Communicates Effectively, Demonstrates Self-Awareness, Organizational Savvy, Self-Development

DORIE CLARK

Dorie Clark is a marketing strategy consultant, professional speaker, and frequent contributor to the *Harvard Business Review*. Recognized as a “branding expert” by the Associated Press, *Fortune*, and *Inc.* magazine, she is the author of *Entrepreneurial You*, *Reinventing You*, and *Stand Out*, which was named the #1 Leadership Book of 2015 by *Inc.* magazine. A former presidential campaign spokeswoman, the *New York Times* described her as an “expert at self-reinvention and helping others make changes in their lives.” Besides being a professor at Duke University's Fuqua School of Business, she consults and speaks for clients including Google, Microsoft, and the World Bank.



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AMY BLANKSON

FEARLESS POSITIVITY: MASTERING MINDSET IN THE MIDST OF UNCERTAINTY

SEPTEMBER 23, 2021 | 8:30 A.M. – 4:30 P.M.

The world is changing so rapidly, how do we keep up and better yet flourish during these times? We all face fear, discomfort, and resistance to uncertainty and change, but our actions in the midst of these mindsets are what truly define us and provide the focus and strength to lead ourselves and our teams.

Fearless positivity is not the absence of fear, but the audacious opportunity to move through it by focusing on what matters most. And, when we focus on what matters most great things can happen for our communities, organizations, teams, and ourselves.

In this inspiring, interactive, and research-based program, Amy highlights leaders who have courageously chosen positivity in the midst of adversity. Leveraging learnings from positive psychology and behavioral science, she examines how negative mindsets hold us back, why some fear is actually good for us, and strategies to reframe stress to better serve others and ourselves.

The one thing we know for certain is that our personal and professional lives will continued to be challenged with uncertainty; however, with a positive mindset we can use these opportunities to challenge our norms and accomplish what we otherwise think is not possible.

This program will help leaders:

- Examine why a positive mindset is crucial for agile/transformational leadership.
- Apply simple daily actionable strategies for mastering mindset and fostering resilience.
- Transform your natural hardwired resistance to change by implementing new healthier habits that stick.

Competencies Addressed: Action Oriented, Courage, Interpersonal Savvy, Being Resilient, Self-Development

AMY BLANKSON

Amy Blankson is the CEO of Fearless Positivity, Co-Founder of the Digital Wellness Initiative, and bestselling author of *The Future of Happiness*. A graduate of Harvard and the Yale School of Management, she's the only person to receive a Point of Light award from two US Presidents. She is also a member of the UN Global Happiness Council, a Fellow of the World Innovation Organization, a featured professor in Oprah's happiness e-course, and a regular contributor to *Forbes*. Her current work focuses on how to cultivate happiness and well-being in the digital era.





DANIEL PINK

THE SURPRISING TRUTH ABOUT MOTIVATION

OCTOBER 7, 2021 | 8:30 A.M. – 12:00 P.M.

What motivates people to do their best work? The question is central to leadership, strategy, and innovation. And this compelling, evidence-based program provides the answer.

Daniel Pink, author of the international bestseller *Drive*, will show that the secret to high performance and satisfaction—at work and at home—is the deeply human need to direct our own lives, to learn, and create new things, and to do better by ourselves and our world.

Tapping over 50 years of research in behavioral science, Dan will explain why many traditional rewards fall short of their promise and sometimes even backfire. He will reveal the mismatch between what science knows and what organizations do – and show how to close the gap between knowing and doing.

He will explain a revised motivational operating system that when used properly can have a positive impact on our personal and professional lives. This system, which has been embraced by smart leaders and organizations around the world, promotes enduring motivation through three critical elements—autonomy, mastery, and purpose.

This program will help leaders:

- Understand the reality of what really motivates people to do their best work.
- Reinvent performance reviews to boost employee engagement and productivity.
- Enlist the two types of purpose that science shows can dramatically boost performance.

Competencies Addressed: Builds Effective Teams, Drives Engagement, Drives Results, Developing Talent, Drives Vision and Purpose

DANIEL PINK

Daniel Pink is the author of six books about business and behavior. His books include the *New York Times* bestsellers *When* and *A Whole New Mind* – as well as the #1 *New York Times* bestsellers *Drive* and *To Sell is Human*. Dan's books have won multiple awards and have been translated into 39 languages. He was also host and co-executive producer of "Crowd Control," a National Geographic Television series that aired in more than 100 countries. His TED Talk on the science of motivation is one of the ten most-watched TED Talks of all time, with more than 23 million views.



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DANIEL PINK

THE SCIENTIFIC SECRETS OF PERFECT TIMING: LESSONS FOR LEADERS

OCTOBER 7, 2021 | 1:00 P.M. – 4:30 P.M.

We all know that timing is everything. But we don't know much about timing itself. Our business, professional, and personal lives present a never-ending stream of "when" decisions: when to schedule a meeting, pitch a customer, start a new project, go to the gym, and/or take a break. Yet we make those decisions based on intuition and guesswork. Timing, it's often assumed, is an art.

In this provocative and entertaining program, *New York Times* bestselling author Daniel Pink will show that timing is really a science. Drawing on a rich trove of research from psychology, biology, and economics, Dan will reveal how the hidden pattern of the day shapes our performance and how to enlist the subtle forces of beginnings, midpoints, and endings to lead more effectively.

He will show how simple work rearrangements can improve your effectiveness; why breaks are more important than we realize and what the emerging science reveals about the kinds of breaks that are most restorative; how to turn a mediocre beginning into a fresh start; and how ultimately we can make time our ally, not our enemy.

This program distills cutting-edge research and data and then synthesizes it into a compelling session packed with irresistible stories and practical take-aways. Bursting with big ideas and enduring lessons, it will transform how you think about your past, your present, and your future.

This program will help leaders:

- Understand how their team's and their own brainpower changes over the course of the day.
- Reconfigure their schedules to maximize productivity and creativity.
- Use the effects of beginnings, midpoints, and endings to lead more effectively.

Competencies Addressed: Decision Quality, Drives Engagement, Drives Results, Optimizes Work Processes, Plans and Aligns

DANIEL PINK

Daniel Pink is the author of six books about business and behavior. His books include the *New York Times* bestsellers *When* and *A Whole New Mind* – as well as the #1 *New York Times* bestsellers *Drive* and *To Sell is Human*. Dan's books have won multiple awards and have been translated into 39 languages. He was also host and co-executive producer of "Crowd Control," a National Geographic Television series that aired in more than 100 countries. His TED Talk on the science of motivation is one of the ten most-watched TED Talks of all time, with more than 23 million views.



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**MELVIN
SMITH, PH.D.**

HELPING PEOPLE CHANGE: COACHING WITH COMPASSION FOR LEARNING AND GROWTH

OCTOBER 26, 2021 | 8:30 A.M. – 4:30 P.M.

Dyadic relationships with the intent of helping others come in many forms. One of the fastest growing forms is coaching. But, understanding effectiveness in coaching has been elusive. One reason for this is hanging onto the old guard of traditional management through directing and telling others how to do their job or complete a task. An emerging contrast in coaching is the approach of coaching with compassion versus coaching for compliance. Each approach arouses somewhat different psycho-physiological systems and has an impact on a person's openness. Coaching with compassion is believed to stimulate better cognitive functioning, increase perceptual openness to ideas, emotions and people, create positive emotional states, improve immune health, and reverse some of the damage from chronic stress.

This program will highlight the latest findings and practices on coaching featuring the work of thought leaders in this area from the Weatherhead School of Management's Department of Organizational Behavior. This interactive day will explore Weatherhead's distinctive approach to executive coaching in developing and energizing others. Grounded in the principles of Dr. Boyatzis' theory of intentional change, this approach to coaching leverages the individual's personal aspirations and desires to bring about sustained, desired change. You will also utilize real-life coaching scenarios in order to leave the program with practical application you can take back to your team and organization.

This program will help leaders:

- Understand how to coach others for sustainable change.
- Appreciate the difference between coaching with compassion and coaching for compliance.
- Learn how coaching with compassion is a source of renewal for the coach, as well as a source of development for the person being coached.

Competencies Addressed: Builds Effective Teams, Develops Talent, Drives Engagement, Instills Trust, Communicates Effectively

MELVIN SMITH, PH.D.

Melvin Smith, Ph.D., is a Professor in the Department of Organizational Behavior and Faculty Director of Executive Education at the Case Weatherhead School of Management. Melvin's research appears in such respected journals as the *Harvard Business Review*, *Journal of Management Development*, and *Journal of Applied Science and Organizational Dynamics*. He is also a co-author of *Helping People Change: Coaching with Compassion for Lifelong Learning and Growth* (2019). Prior to completing his doctoral work at the University of Pittsburgh, Melvin spent over fifteen years in a series of sales/marketing management and organization development positions with a number of Fortune 500 companies including IBM, Pepsi-Cola, and H.J. Heinz. Melvin has also provided training and/or consulting services to a number of organizations including Alcoa, Booz Allen Hamilton, Dealer Tire, Fifth Third Bank, H.J. Heinz, McKinsey & Company, NASA, PNC Bank, Progressive Insurance, as well as a number of trade associations.



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**ROB
SHALLENBERGER**

START WITH THE VISION: 6 STEPS TO EFFECTIVELY PLAN, CREATE SOLUTIONS, AND TAKE ACTION

NOVEMBER 17, 2021 | 8:30 A.M. – 4:30 P.M.

When employees are asked for their biggest challenges, responses range from, "I feel overwhelmed with everything on my plate" to "We have this great opportunity, but we can't get everyone aligned." The answers span a wide range, but they all share a common issue – they need a planning process that is practical, manageable, and will help develop a way forward.

Becoming Your Best spent years researching more than 50 organizations to see how employees and leaders planned and problem solved to identify what worked and what did not. It was interesting to find less than 10% of leaders had a planning or problem-solving process. To close the gap an approach to planning, The Six-Step Process, was born.

This program will utilize the Six-Step Process to give individuals and teams a process to solve their biggest problems and create a clear plan of who will do what by when in order to solve the problem. The Six-Step Process is the same process used by many successful organizations to solve their biggest challenges. While it will apply to any organizational problem or opportunity, people can also use it to solve any personal challenge they may be facing.

During this hands-on and interactive program, each leader will tackle the most significant issue they are facing - personal or professional – then use the Six-Step Process to find a solution and develop a plan to solve it. This experience will provide a process you may use again and again in your personal and profession life! The Six-Step Process can immediately be taken back to your teams to address any issue until it becomes a part of your culture.

This program will help leaders:

- Understand how you can use the Six-Step Process with individuals, teams, and your organization to solve your biggest problems and challenges.
- Develop a plan of *who* will do *what* by *when* to solve your biggest problems and achieve your vision.
- Learn strategies to help stay accountable and flawlessly execute your plan at a high level.

Competencies Addressed: Ensures Accountability, Decision Quality, Plans & Aligns, Drives Results, Drives Vision & Purpose

ROB SHALLENBERGER

Rob Shallenberger is one of the world's leading authorities on planning and productivity. He's trained and spoken for hundreds of organizations around the world. After spending two years of service in Bolivia, he attended and graduated from Utah State University. Rob then went on to earn an MBA from Colorado State University. Rob served as an F-16 Pilot in the United States Air Force for 11 years. He was also an Advance Agent for Air Force One and traveled the world working with foreign embassies and the Secret Service. Rob's the CEO of Becoming Your Best Global Leadership and is the author of five different books focused on leadership, planning, and high-performance.



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