



Emerging Leaders Alliance

2011 Workshop Schedule November 3-5, 2011

Westin Tyson's Corner
7801 Leesburg Pike • Falls Church, VA 22043

Thursday, 3 November 2011

7:45 to 9:15 p.m.

Personal Vision: Becoming an Indispensable Leader

Bob Heavers, Priority Management

The best way to predict the future is to invent it ourselves.

Employees are hungrier than ever for a Vision to which they can relate and contribute their best. Learn how to create and project a meaningful Organizational Vision by first becoming very clear about your Personal Vision, the thing that gets you going every day. Full engagement and effective leadership happen when your Personal Vision is aligned with Organizational Visions and goals. Leaders become indispensable when they can effectively empower other team members to do the same, to get excited about who they are and how they can fulfill their own Visions by helping the their organization to succeed.

Participants will understand the importance of personal 'balance' and learn how to create a personal Vision strategically. They will leave this session with an assignment that will help them to arrive at a personal Vision Statement that will articulate who they are and how they will make a bigger difference in the world. It will arm them with understandings and a process by which they can empower work-related team members at every level.

Friday, 4 November 2011

8:30 to 10 a.m.

Social Styles: Building Highly Productive Relationships that Matter

Bob Heavers, Priority Management

People skills are a core competency 'must' that cannot be overlooked.

We get all the things we want and need from other people, and the demand for people who are willing to be useful to others is greater than ever. In this program you will see yourself as others see you and discover the level of endorsement accorded to you by others. You will learn the Social Styles Model and discover the key characteristics that lead to understanding yourself and others better. Understand Versatility and discover the magic of treating others the way they want to be treated.

Participants will understand themselves and others better, the pluses and the minuses of each Social Style. They will begin to consciously observe interpersonal behavior in order to determine the Styles of others. They will be able to practice 'growth actions' that will increase their own versatility and apply a simple 4-step process that can turn people problems into relationship assets. The correlation between effective management and high versatility is remarkable.

10:30 a.m. to Noon

Leveraging Multiple Generations in the Workplace

Jan Ferri-Reed, Keygroup Consulting

Leaders beware! Four generations in the workplace can add havoc...while comprising one of the most creative, engaged workforces that we have experienced in years. It is critical that leaders know how to leverage the unique perspectives, talents and conflicts that can occur when multiple generations collide and collaborate. In this session participants will:

- Understand the business case for managing a changing workforce
- Identify what drives Millennials
- Gain tools for coaching multiple generations
- Apply relevant cool factors to retain multi-generational talent in their teams

1:30 p.m. to 3 p.m.

Critical Thinking and Problem Solving

Rahul Dogra, Vision to Market, Ltd.

Benefiting from the application of exploring creativity and applied problem solving techniques

Teams operate in a time compressed world, where decisions are expected quickly and novel solutions are sought. High performing teams are able to solve problems, with varying degrees of complexity, by applying a structured approach to problem solving, allowing clear decisions to be made. All team activities require information and knowledge to be exchanged efficiently. Applying creativity to the decision making process, allows novel and non-linear solutions to be discovered by applying group problem solving techniques.

Participants will discover the decision making process and apply tools such as mind mapping to identify the problem or issue and identify inter-relationships. Group decision tools will also be identified and analysed, in order to identify when they should be used and the benefits that each technique offers.

3:30 p.m. to 5 p.m.

Putting People First -- Improving Staff Happiness to Enhance Organizational Performance

Jodie Slaughter, FASAE, McKinley Advisors

Happiness at work . . . Why does it matter? How do you get it and equally important, how do you give it to your staff? We all know that you can't make everyone happy, but you can sure make people unhappy. In this session we will explore why happiness at work is a business issue. A self-assessment will allow attendees to see where their organizations lie in creating an environment that is friendly to staff, and we'll delve into the nine cultural traits of organizations that enhance staff happiness. Participants will have an opportunity to exchange their effective practices and leave with a list of easy, low-cost tactics to improve happiness in their own companies they can start when they get back to work.

5:00 p.m. to 6:00 p.m.

Ethicana

Joe D. Manous Jr., Ph.D., P.E., D.WRE, F.ASCE, Future Directions Team Leader, Institute for Water Resources, U.S. Army Corps of Engineers

Corruption promotes violence and costs lives. In addition, it is a tremendous economic burden. This session will include the film *ETHICANA™* and a discussion of the ethical dilemmas it represents. *ETHICANA™* offers a dramatization of corruption in the global engineering and construction industry and was created to promote more ethical decision-making among professionals in those fields. The film portrays not only how to avoid falling prey to corruption, but also how to have the moral courage to expose it.

Saturday, 5 November 2011

8:30 to 10 a.m.

Change Management

Jan Ferri-Reed, Keygroup Consulting

Leaders are called upon to propel change in order to sustain and grow their organizations. Understanding the change process and engaging associates in creating the change are two key strategies that leaders are wise to employ. In this session participants will:

- Identify the traits of transformational leaders
 - Apply tools for assessing their areas of responsibility
 - Recognize the stages of change
 - Gain tips for building commitment to change
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10:30 a.m. - Noon

Boundary Spanning Leadership: A Key to Innovation

Jerry Abrams, The Center for Creative Leadership

The world is flat and getting flatter all the time but interpersonal relationships are difficult and made more difficult as the world gets flatter. We now have access to more human resources than ever before from around the organization, around the country, and around the world. All the diversity should yield tremendous benefits and innovative solutions yet many times we experience difficulty working across the boundaries created by this diversity. Boundary Spanning Leadership, based upon a 10 year study of leadership around the globe conducted by the Center, is a collection of strategies, practices, and tactics working managers can use to create more innovative solutions.

Participants will learn the Boundary Spanning Leadership Framework. They will learn which of the five key boundaries are most challenging in their organization, which of the six practices they and their organizations would find most challenging. And they will learn specific tactics they can use immediately to implement the Boundary Spanning Practices in their organizations to increase innovation.

1:30 p.m. to 3:00 p.m.

Global and Virtual Team Leadership

Rahul Dogra, Vision to Market, Ltd.

Adopting proactive strategies to build effective, collaborative teams

More companies are operating globally today, than ever before. Teams that collaborate using a communications network are classified as a virtual team. A number of issues become predominant for the manager in this setting. These include: managing the “them” and “us” syndrome amongst dispersed team members; motivating an individual that operates remotely from other members; creating a sense of team unity and identity; understanding the range of national cultures that shape local individual decision making.

Many issues arise in a global environment when managers adopt a co-located methodology in a virtual environment. Participants will be shown strategies for managers to adopt in order to overcome common issues. They will understand that an effective operation requires the manager to focus their attention on building and maintaining team member relationships. Additional focus is required on managing the myriad of communications tools available, to ensure that the best tool is used for the appropriate task. By creating a collaborative environment, dispersed team members are encouraged to capture and share knowledge that aims both the team and the organization's institutional memory.

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