

Bring Your Management Team

Along with personal learning and applications, the benefits of *Leading @ the Speed of Change* will be dramatically multiplied if you **bring along your whole team**.

As a team, you can take a rare time out from working in your team to working on your team.

As a team, you can assess your collective leadership performance.

As a team, you can address your obstacles to peak performance.

As a team, you can brainstorm the practical applications most relevant to you.

As a team, you can support each other in following through and following up.

As a team, you can hold each other accountable.

As a team, you can pull together and strengthen your teamwork. .

Workshop Dates

APRIL 8th, 2010
TORONTO, ON

APRIL 29th, 2010
LONDON, ON

SEPTEMBER 29th, 2010
CALGARY, AB

OCTOBER 1st, 2010
VANCOUVER, BC

Practical Leadership Development for Peak Performance

Leadership clearly is the key to success when times are good and especially when challenges arise. Developing the “soft skills” associated with leadership, and aligning them with organizational goals is critical in an increasingly competitive and rapidly changing world.

But despite the widespread acknowledgement of the importance of leadership, many “change fatigued” development professionals and managers struggle with just how to strengthen personal, team and organizational effectiveness.

Whether you attend this one day *Leading @ the Speed of Change: Practical Leadership Development for Peak Performance* workshop as a individual or as a member of a team, you will get:

- Practical and concrete leadership actions you can apply on the fly
- Implementable strategies for successfully managing change
- Tips, tools and techniques to help you thrive in an environment of constant change.

Fee Schedule

CSTD Members
\$399

Non- CSTD Members
\$499

Special Public Workshop Series presented in association with the Canadian Society for Training and Development .



Facing Everest without a guide is a fool's game. The mountain of issues facing even the smallest organizations can be equally treacherous. It helps to have a guide who knows the trail better than most. Jim is renowned for his ability to create the time, space, and processes to help leaders and their teams review, assess, and refocus their efforts.



About Jim

For over twenty-five years, Jim Clemmer's practical leadership approaches have been improving teams and developing high-performance organizations around the world. With well over 2,000 presentations, workshops, and retreats under his belt, Jim understands how to move leaders from inspiration through to practical application.

His bestselling books, newspaper columns, and newsletters are helping hundreds of thousands of people worldwide because they are inspiring, instructive, and refreshingly fun. And most of all...because they work.

Leading @ the Speed of Change has Jim distilling his exhaustive research, extensive experience, and collection of best practices into

an easily understood, highly energized, and very practical workshop that lays out concrete “how-to” steps participants can implement almost immediately.

What Participants Get From This Powerful Workshop

Highly practical and extremely useful leadership resources:

"Excellent, thought-provoking, life changing course."

**Renee Laforet,
Ministry of Health
& Long-Term Care**

"Love the humor and real life analogies. The personal touch made a great impact."

**Carolyn Hayes,
Consumer
Relations Manager,
Sony of Canada
Ltd.**

"Revived my spirit and drive!"

**Michelle Sweet,
Team Leader, Bell
Mobility**

"Excellent overview of key principles. It makes you want to dive in and learn about all of them!"

**Pushp Arora, Lean
Practitioner, RIM
Research in Motion**

- *Leading @ the Speed of Change: Practical Leadership Development for Peak Performance* workbook with assessments, models, and hundreds of practical application ideas
- *The Leader's Digest: Timeless Principles for Team and Organization Success*
- *Moose on the Table: A Novel Approach to Communications @ Work*
- *Growing @ the Speed of Change: Your Inspir-actional How-To Guide for Leading Yourself and Others through Constant Change*



- Ideas and inspiration for personally dealing with or leading change during turbulent times.
- Tools, techniques, and ideas for strengthening your team/organization.
- Reflection time to reassess personal and professional priorities.
- Discover how to shift your team's culture towards much stronger people leadership.
- Understand and apply the power of emotional intelligence.
- Pinpoint performance gaps and priorities to be addressed and set action plans.
- Strengthened team dynamics and processes.
- Assess leadership strengths and improvement opportunities.
- Team/organization agreement on leadership strengths and improvement opportunities.
- Establish personal, team, and organization improvement plans.
- Reframe and refocus negative changes/adversity.
- Recharged, re-energized, and re-inspired.
- Common languages/approaches for building a more "leaderful" team or organization.
- Insights for coaching and developing others.

Workshop Agenda

Also available as a Customized In-House Workshop!

Call (519) 748-6561 or e-mail

heather@clemmer.net to discuss bringing "Leading @ the Speed of Change" to your organization.

"I have attended various seminars and this was by far the most concrete insight to help me focus my organization."

Peter Reaume,
President,
Logisti Solve Inc.

"You will walk away with something that will make you a better leader."

Allan Vanderwolf,
District Manager,
Purolator Courier

Leading in Turbulent Times: Shifting Perspectives Beyond the Obstacles to the Opportunities

This section draws from Jim's newest book, [*Growing @ the Speed of Change: Your Inspirational How-To Guide for Leading Yourself and Others through Constant Change.*](#)

- **Change Challenges and Choices** - We don't often choose what changes are coming at us and the challenges they bring. How we respond determines whether the changes move us forward or set us back.
- **Change Choices: Lead, Follow, or Wallow** - Three basic choices determine if we are growing or groaning. We may not choose what happens to us, but we all choose whether to step up and lead or slide helplessly into the swamp.
- **Wallow Words: Ten Popular Excuses for Avoiding Personal Change** - Wallowing in negativity and cynicism is deadly. The symptoms and root causes are often intertwined and accepted as normal or "being realistic."

Everyone Must Lead: Leadership is an Action, Not a Position - We all need to lead regardless of our position or role. We need "leaderful" teams and organizations to move everyone upward to higher performance.

The High Performance Balance: Managing Things and Leading People

High performing teams and organizations balance the discipline of systems, processes, and technology management on a base of effective people leadership. Leading with the heart inspires greater confidence and dedication to meaningful change toward more successful outcomes for everyone.



- **Getting It Together:** Understanding the [differences between management and leadership](#) and how to integrate them for greater success.
- **Soft Skills, Hard Results:** Emotions, morale, perceptions, and energy are powerful catalysts propelling teams and organizations to peak performance.
- **Emotional Intelligence:** Leading from the inside out builds the strong leadership skills that produce outstanding results.
- **How's Your Balance?** Learning to balance the technical issues with the vital management and leadership components.

Timeless Leadership Principles for Team and Organizational Success

"Very dynamic workshop with abundance of examples to support key points."

Jason Rodgers,
Coordinator Marine Services, The St. Lawrence Seaway Management Corporation

"Motivating, thought provoking, inspiring, informative, practical."

Shaunna Rainey,
Manager, Employee Development, Air Canada

"Entertaining workshop with very real, very effective examples and exercises."

Kathie MacDonald,
Administration Manager, The Centre for Rural Leadership

This section of the *Leading @ the Speed of Change* workshop is built around The CLEMMER Group's [Timeless Leadership Principles](#). Jim introduced these Principles in his international bestseller, [Growing the Distance: Timeless Principles for Personal, Career, and Family Success](#) using a "leadership wheel" model. His next book, [The Leader's Digest: Timeless Principles for Team and Organization Success](#) applies this leadership wheel to leading others. His fictional book, [Moose on the Table: A Novel Approach to Communications @ Work](#) illustrates these same principles using a fable to demonstrate how to turn around a sliding career and organization.

The Core of Adaptive Cultures is Built on Change

Vision: Is Yours Alive? Are You Confusing Goals and Vision?

- Core Values: Do you have too many? How high is the "snicker factor" in your team/organization?
- Mission Statements: Does anybody really care? How to win minds AND hearts.

Serving, Influencing, and Leading Upward

- Focusing on areas of direct control and influence while learning to deal with everything else.
- Keys to upward leadership - Managing my manager.

Moose on the Table: Fostering Openness and Transparency

- Courageous Conversations: Identifying and dealing with our biggest Moose-on-the-Table® issues.
- The Abilene Paradox: Avoiding "group think" and mismanaged agreement.

Employee Engagement and Empowerment

- Assessing our leadership against the top ten commitment indicators.
- Prioritizing the key factors for developing a stronger commitment to our organization.
- Loyalty leadership: Retaining top people through tough times – and good.

Building Teamwork and Team Spirit

How organizational culture ripples out from the management team.

- Team dynamics: Strengthening management team effectiveness.
- Spirit Killers: Identifying and addressing the five biggest impediments to building team spirit.
- Lessons from Geese.

Coaching and Developing

- "The Fish Tank Factor": Measuring the size of the environment we've built.
- The Coach's Playbook: Increasing coaching effectiveness through assessment and evaluation.
- Helping team members get the most from training.

Removing Obstacles and Energy Drains

- Identifying top team/organization energy drains and learning how to plug the leaks.
- Information versus Communication: Keys to inspiration through verbal communications.
- Time and energy suckers: Taming the E-mail Beast.



Applause & Accolades

"Wonderful, complete and well packaged program. The best I have ever attended. 'A full package of growth supplements'."

**Ted Pincock, Practitioner,
Queen Elizabeth II Health
Sciences Centre**

"Ratings were almost exclusively 5/5 on two scales for his delivery and content. The lowest score was a few 4s and others added ++ and 6s to the scale."

**Cheryl Groves, Coordinator of
LeanSigma/KPO Exchange in
Roanoke, VA**

"Upbeat, positive, and reinforcing!"

**Cheryl Vaccher, Electives
Professor, Confederation
College**

"Great insights into leadership skills!"

**Peter Thorn, Vice President,
Claims, HB Group Insurance**

"Great balance between the personal and professional."

**Lorna MacPhail, Instructor,
College of the North Atlantic,
Doha, Qatar**

*"Fantastic, really brought leadership and principles a **practical** sense."*

**John Dallaire, Human Resources
Director, Atlantic Blue Cross**

"I am one of many believers who've used Jim's workshops and books to introduce significant and successful change."

**Barry Goode, General Manager,
Caribbean North District, IBM
Canada Ltd.**

"Made me excited about my personal and professional future!"

**Dana Heno, Clinic Manager,
Pathways Health Centre For
Children**

"I needed to be renewed and reunited with my passion for organizational and leadership development."

**Cathy Cronin, Director, Employ-
ment Services, Palliser Furniture
Ltd.**

"Very powerful in his ability to draw leadership values to the forefront."

**Gene Allevalo, Vice President
and General Manager, Kord
Products Inc.**

"Absolutely amazing and inspiring!"

**Brett Wills, Plant Manager,
Powersmiths International Corp.**

"Jim provides the 'coaches' huddle to take action at your workplace and life."

**Devy Breda, AV Systems
Specialist, Mulvey & Banani
International Inc.**

"Practical tips, workbook was very useful. Session is portable, will take it away and introduce it to the rest of my team."

**Sheryl Chandler, Executive
Director, Community Living
Dufferin**

Partial Client List

**Air Canada
Barrick Gold
Bell
Dofasco
Manulife Financial
Royal Bank
Sony
Syn crude Resources
Toyota**

Registration Information

Registration Fee

CSTD Members

\$399

Non-CSTD Members

\$499

Group Discount

Reserve five spots and get the sixth for free.

Please complete this form, and fax it to us at (416) 367-1642 or register online at www.CSTD.ca

**You can also mail this form to
The Canadian Society for
Training and Development**

720 Spadina Avenue, Suite 315

Toronto, ON

M5S 2T9

Tel: 416-367-5900

Toll Free: 866-257-4275

E-mail: events@cstd.ca

Cancellation Policy

Registrants who provide written notice of cancellation at least 30 days in advance of the session start date will receive a full refund less a \$75 administration fee.

Cancellations received at least 14 days in advance of the session start date will receive a full refund, less a \$300 administration fee. Cancellations less than 14 days prior to the session will not receive a refund, but may send a substitute participant in their place. Non-attendance will incur full session fee. The CLEMMER Group's liability is limited to reimbursement of paid workshop fees.

Registration Form

Please Choose Your Workshop

APRIL 8th, 2010

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SEPTEMBER 29th, 2010

CALGARY, AB

APRIL 29th, 2010

LONDON, ON

OCTOBER 1st 2010

VANCOUVER, BC

Name _____

Name Used by Colleagues _____

Title _____

Organization _____

Phone _____

Fax _____

E-mail _____

Street Address _____

City _____ Prov/State _____

Postal/Zip Code _____ Country _____

Payment Details

I will be sending you a cheque prior to the session. (Please make cheque payable to The Canadian Society for Training and Development.)

Please send me an invoice, to the address entered above.

Please charge this to my credit card:

AMEX MasterCard VISA

Card Number _____

Expiry Date _____

Cardholder Signature _____



The CLEMMER Group



Partners for learning
and performance
Partenaires de l'apprentissage
et de la performance