

The background of the top half of the page is a photograph of an industrial facility, possibly a refinery or chemical plant, with various pipes, tanks, and structures. This image is overlaid with a semi-transparent orange filter. The top right corner of the page is a solid orange shape that overlaps the industrial image.

2018

A Year Of Leadership



The Trust Factor: Creating Win-Win Relationships

2018

Dramatically increase your effectiveness with others as you learn the principles and skills of trust and interpersonal dialogue.

Baton Rouge, LA - February 20-21

Houston, TX - March 27-28

When trust is absent, relationships are characterized by an adversarial attitude: me vs. you; us vs. them. Rather than goodwill, there are deep and hidden animosities. Respect is lost and our performance is compromised as our energies go into manipulation and protection rather than working together towards a shared vision.

We believe that the most successful organizations of the 21st century will be those that know how to create a climate of trust and goodwill among their employees.

What You Will Gain

- Learn the core elements of trust.
- Identify how we engage in collusive, weakening patterns of relating to others.
- Experience a change of heart and know how to break out of collusive patterns.
- Come to view others in a way that promotes unity, trust and good will.
- Understand the three phases of interpersonal dialogue and practice the dialogue skills.
- Commit to interacting with others in strengthening rather than weakening ways.
- Develop the ability to confront poor performance and behavior problems.

Emotional Intelligence A Pathway For Personal Success

2018

● *Achieve personal mastery as you transcend challenges and learn the secrets of soaring to new heights.*

● **Baton Rouge, LA - April 24-25**

● **Houston, TX - May 22-23**

Mastery: “ascendancy or victory in struggle or competition.” (Webster’s New Word Dictionary)

Masters are the victors of life, those who step up to the challenges and opportunities of life with the courage, determination and wisdom to win the private and public victories. Mastery does not happen by accident. It is a process that occurs as we interact effectively with the events and circumstances of our lives. Each moment of our lives provides an opportunity to practice mastery by expanding our visions, awakening the faculties of our minds and our hearts, and assuming full responsibility for living, growing and contributing.

● What You Can Expect

People who attend this program will learn a set of principles that will change the way they view their lives as well as their performance on the job. They will grow in self-understanding, confidence, personal effectiveness and their ability to handle the challenges / opportunities of the workplace. Such a personal transformation forms the foundation for organizational transformation.

2018

Change Management

● *The future is guaranteed to bring more change, not less!*

● **Baton Rouge, LA - June 19-20**

● **Houston, TX - July 24-25**

We believe that the most successful organizations help their employees understand the importance of developing effective Change Management skills for personal and professional success. Change is a constant, challenging part of the workplace environment. Taking time to improve your skills is a worthwhile investment in your self-development.

Organizations that value Change Management as a strategic tool recognize the value of learning about the following:

- Learning about change
- Developing change resilience
- The change process
- Enhancing your change management skills

● **Leading Others Through Change**

Organizations in today's chaotic business environment recognize that the ability to effectively manage change is not only a strategic advantage, but also an essential to doing business successfully in the 21st century.

Leaders need to be aware of their attitudes toward, and abilities for leading others through organizational change. It takes both effort and practice to develop effective Change Leadership skills, but the payoff will be worth it.

High Performance Leadership From Control To Empowerment

2018

● *Bringing out the best in you so you can bring out the best in others.*

● **Baton Rouge, LA - August 21-22**

● **Houston, TX - September 18-19**

Leadership is a rich and meaningful word. It stirs up a sense of idealism, excitement, hope and courage. It is a word that inspires us to be our best, a word that we associate with those who have made the greatest difference in our lives. In short, leadership is a significant part of the answer to whatever challenges our organizations may face.

● What You Will Gain

“High Performance Leadership: From Control to Empowerment” will teach you how to be an outstanding leader within your organization. The principles and practices you learn in this program are based upon observation and research from the foremost authorities in the field of leadership.

From the program you will:

- Understand the five practices of the world’s greatest leaders.
- Create a clear and compelling vision of the future.
- Find an appropriate balance between the five major leadership roles (technician, manager, trailblazer, architect and coach).
- Become a leader who empowers others and brings out their best.
- Learn how to organize and manage your priorities so that big things control little things.
- Recognize leadership qualities in yourself.

Developing High Performance Teams

What They Are & How To Make Them Work

2018

- *Create an organization in which peoples hearts are in their work.*

- **Baton Rouge, LA - October 23-24**

- **Houston, TX - November 27-28**

Few would argue that people are an organization's most valuable asset. Do you want better quality, faster response time, higher productivity, greater sensitivity to customers, improved profitability? People make these happen.

Unfortunately, many people are motivated by compliance. Their hearts are not in their work. They get by, do the minimum required and watch the clock. Their organization reaps mediocrity.

Other people are motivated by commitment. They care about the work they do, know that they are valued by their organization and can make a significant contribution to its success. Their organization reaps vitality and excellence.

● Why Team?

High Performance teams are more than a group of people working together to accomplish a common task. They share a common vision and purpose that inspires their performance. They feel accountable for their work. They solve problems, make decisions and act like full partners in the business.

When you attend this program you will learn, from foremost experts in the field, how to create a team environment that results in outstanding performance.

Converting Strategy To Goals

2018

Strategic planning is more than an envisioning process. Understand the importance of setting goals and tracking performance.

Baton Rouge, LA - December 18-19

Converting Strategy To Goals

The power of goals translate strategy into actionable commitments. They indicate the health and vitality of the organization. They serve as the motivation for making continuous improvements as well as motivating and inspiring people to improve their performance. This will help your organization members focus on a common purpose and work together.



Setting Goals

In this section, you will:

- Understand the importance of setting goals and tracking performance
- Learn the building blocks of goal-setting
- Identify your organization's key result areas
- Establish metrics in each of your key result areas.
- Assess your current performance
- Set goals in each of your key result areas

2018

