**IMS**

New York 2006

Mark Antonucci
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Jan 25 Practical Tools for Leadership: A Systems Approach to Problem Solving Dr. Carol Ann Zulauf

Systems thinking involves new ways of reasoning, interacting with others, and facilitating changes that have long-term impact. In this seminar, we will explore how a systems approach helps leaders to determine which underlying fundamental relationships cause problems. This frees leaders from situations in which they are forced to react and continually "put out fires" and puts them in a position to create results that encourage growth for the long-term.

Dr. Carol Ann Zulauf is Associate Professor of Adult and Organizational Learning at Suffolk University in Boston. She is the recipient of several "Outstanding Faculty" Awards and of the "Women Leaders at Suffolk" award. Dr. Zulauf specializes in leadership, team development, and systems thinking.

Feb 15 Making Strategy Work: Leading Effective Execution and Change Dr. Lawrence Hrebiniak

The focus of this seminar is on planning, organizational design and human resource decisions that are critical to the successful implementation of strategy. We will develop a logical model of key implementation activities, with emphasis on understanding the important steps in the implementation process. Upon completion of this seminar, you will be better able to identify the structural and planning decisions that affect the attainment of strategic objectives.

Dr. Lawrence Hrebiniak has authored four books, including *Implementing Strategy* and *The We-Force in Management*. Dr. Hrebiniak is a Professor of Management at The Wharton School, University of Pennsylvania, where his teaching focuses on strategy implementation, structure and performance.

Mar 09 Using Performance Feedback to Build a Coaching Environment (Long Island session) Dr. Gary Schuman

In this highly interactive session, we will explore the key ingredients necessary for building an effective coaching culture within your team or organization. This seminar addresses both the rationale and pay-offs for making the time to create a coaching culture and most importantly a process for building this culture and providing feedback that actually helps employees improve their performance and contribution.

Dr. Gary Schuman is the writer and co-producer of the recent video "The Art of Coaching in Business." He is President of CDL Consulting and has developed programs for such organizations as Aetna Insurance, Apple Computer, Fidelity Investments, The Gap, Hallmark Cards and Lockheed-Martin. His research focus is on team building, leadership and change.

Mar 23 Influence and Action: The Core of Leadership Dr. Robert Bies

As a leader, you will be expected to influence others, including your team, your superiors, and managers in different departments, as you build support for change and implement new programs. This seminar will examine the qualities and skills of leaders who get "extraordinary" things done under tight time and resource constraints. We will discuss how to get people to embrace change, how to build trust and credibility, how to manage the politics of relationships, and how to inspire those around you to follow your lead.

Dr. Robert Bies is Associate Professor of Management at the McDonough School of Business, Georgetown University, where he received the Outstanding Professor Award. He formerly taught in the Kellogg School at Northwestern University, where he also received teaching awards. He has developed programs for such organizations as Eli Lilly, Hewlett-Packard, Marriott, Merck, Quaker Oats, and Upjohn.

Apr 11 How to Think Like Leonardo da Vinci: Making the Most of Your Creative Talents Mr. Michael Gelb

This dynamic, highly-interactive program brings da Vinci's genius to life through fascinating biographical and historical information, setting the stage for an introduction to seven principles for thinking "a la Leonardo." Participants will learn how to cultivate creativity every day; balance analysis with imagination; sustain continuous learning; embrace ambiguity and uncertainty; apply "systems thinking" to problem solving; nurture creativity and innovation in the workplace.

Mr. Michael Gelb ignited the current fascination with all things da Vinci with his *How to Think Like Leonardo da Vinci: Seven Steps to Genius Every Day*. Mr. Gelb leads seminars for organizations such as BP, Merck, IBM, Microsoft, DuPont, and KPMG. He brings more than 25 years of experience as a professional speaker, seminar leader and organizational consultant to his diverse, international clientele.

May 12 Perfecting Your Self-Management Techniques: Becoming a Take Charge Leader Dr. Alan Zimmerman

Many managers feel the need for more control in their lives. They talk about things they want to do, the importance of personal growth and professional development, the importance of balancing work and family, but they don't have a system for achieving these goals. This workshop introduces a unique self-management program that helps managers achieve greater success than ever before. Managers learn how to overcome limiting attitudes, release their potential, and develop success-generating habits.

Dr. Alan Zimmerman is the founder and President of ZCN, a training and consulting firm. He has delivered more than 3000 management development programs over the last 15 years to such clients as 3M, Ernst & Young, Prudential, Target, US Steel and numerous others. He has taught for 16 years as a university professor and has been named an Outstanding Faculty Member at two institutions.

More information on faculty and programs may be found at: <http://www.ims-online.com>



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Jun 01 A Practical Guide to Managing Projects and Assessing Risks Ms. Paula Martin

In this session we'll explore the key components of managing projects: how projects differ from business processes and how projects enable us to execute our strategic plans. We'll explore the key components of an effective project management methodology, and we'll learn the steps for doing a simple team-based risk assessment method. You'll receive an overall of all aspects of project management in this fast-paced, exercise intensive program.

Ms. Paula Martin is the CEO and Executive Consultant for Martin Training Associates. She is also the author of nine books including: *Project Management Memory Jogger™*, a best-selling guide to managing projects and *Getting Started in Project Management*, a step-by-step explanation of how to manage any project.

Jun 20 Dealing with Difficult People: Bringing Out the Best in Others, Even at Their Worst (Long Island session) Dr. Rick Brinkman

To help participants increase their communication flexibility, this session will focus on the three keys to unlocking successful communication. First, we will consider what motivates people to behave the way they do. Second, we will explore the communication skills we use unconsciously with people who get along with us, and then learn how to consciously use those skills with difficult people. Finally, we will see how to deal with 10 types of behavior that make certain people unbearable to work with.

Dr. Rick Brinkman is the developer of Conscious Communication™ trainings and the principle of Rick Brinkman Productions, Inc, a training and development company. He is author of numerous books including the international bestseller published by McGraw Hill, *Dealing With People You Can't Stand, How to Bring Out the Best in People at Their Worst*, which has been translated into 15 languages.

Jul 17 Building Strategic Dominance in a Hypercompetitive World Dr. Paul Friga

This program is dedicated to simplifying strategy around 4 Ps - Positioning, Priorities, Payments, and Performance. Using the latest strategic frameworks utilized by the Fortune 500 corporations and the world's most prestigious consulting firms, complimented by case studies and current news stories, we will develop those strategic capabilities necessary to be a successful business leader today.

Dr. Paul Friga is an Assistant Professor at the Kelley School of Business at Indiana University in Bloomington, Indiana, where he teaches courses in strategy and management consulting. Dr. Friga leverages his research and past experience as a consultant with McKinsey and PricewaterhouseCoopers to provide expert advice for Fortune 500 companies around the world.

Aug 10 Increase Your Personal Effectiveness: Mastering All Your Priorities Dr. Rick Brinkman

In this era of doing more with less, it is crucial for managers and executives to better manage their time and themselves. This workshop will give you the skills needed to prioritize your activities and optimize your use of time, whether it be in meetings, phone conversations, or your daily activities. You will see how to eliminate procrastination, increase productivity and achieve results. You will also learn how those who are organized and efficient got to be that way, and you will come away with a road map for success in the office and at home.

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Sep 14 Her Place at the Table: Negotiating Conditions for Leadership Success Dr. Deborah Kolb

Negotiation is a critical skill women need to make leadership opportunities happen and to create the conditions that will make them successful once they step into those roles. This interactive session will focus on approaches that are effective and that work for women. Opportunities to discuss cases (drawn from the research) and practice (via short role plays) allow attendees to master the principles. Participants will leave with a plan for how to translate these concepts and moves back into their own workplace.

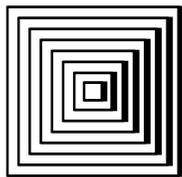
Dr. Deborah Kolb is Deloitte Ellen Gabriel Professor for Women and Leadership at the Simmons School of Management. Her new book, *Her Place at the Table: A Women's Guide to Negotiating the Five Challenges of Leadership Success*, describes how successful women negotiate for what they need to be effective in leadership roles at all levels of an organization.

Oct 04 Building a Climate of Confidence and Teamwork: The Role of a Leader (Long Island session) Dr. Terry Paulson

During this session, you will learn how to make change work, starting with yourself. This program will explore successful tactics to balance empowerment with strategic direction, balance being tight with being loose where it counts, and balance accountability with motivational support. You will explore how to gain team trust by providing meaningful information, handling resistance, and making diversity work. You will learn how to keep yourself, and your people, working smart to avoid burnout in this age of constant change and global competition.

Dr. Terry Paulson is the author of *50 Tips for Speaking Like a Pro*, *Paulson on Change*, and *They Shoot Managers, Don't They?* Since founding Paulson & Associates in 1974, Dr. Paulson has conducted management programs for 3M, Hughes Aircraft, IBM, Merck, Nissan Canada, and hundreds of other organizations.

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Oct 24 The Manager's Role as Coach: Improving and Sustaining Performance Dr. Marshall Goldsmith

A profile of "Coaching for Behavioral Change" will be presented and participants will learn the latest techniques for encouraging feedback to develop others (and to develop themselves). The concept of empowerment will be analyzed from a practical, real-world perspective. Participants will learn how to apply key concepts, and the latest research on feedback and follow-up will be used to show how leaders can coach in a way that produces guaranteed results for both individuals and teams.

Dr. Marshall Goldsmith is a founder of Marshall Goldsmith Partners, which (in alliance with Hewitt Associates) is providing coaching for leaders around the world. Recently, the American Management Association named Marshall as one of 50 great thinkers and leaders who have influenced the field of management over the past 80 years.

Nov 14 What Every Manager Needs to Know About Finance Dr. Kathleen McGahran

This session will teach managers the importance of understanding financial reports and performance measures. The first part of the session focuses on reading and interpreting financial reports and statement ratios. The second half provides an overview of risk and return measures and discusses the integration of finance and operations.

Dr. Kathleen McGahran is a co-author of *Accounting: A Management Approach*. She is an Adjunct Professor at the Graduate School of Business, Columbia University and is Director of the Pelham Consulting Group. Dr. McGahran has designed executive programs for many Fortune 500 companies.

Dec 04 Leading vs. Managing: The Difference Is the Key to Your Success Mr. Paul Bridle

Effective leaders empower people in a way that prompts them to take ownership for their role and responsibility for their actions. Leaders also know what they need to do to get people to respond to them. What do successful organizations do to create in their people the ability to take ownership? How do leaders move from managing to leading so that people will follow? This session will not only give an insight into what successful organizations do, but will give practical tips on how to achieve it.

Mr. Paul Bridle has spent the last fourteen years researching what makes people effective (especially in business) and what people do that makes the business so effective. Mr. Bridle is the author of *Leadership: The Never-ending Story* (Management Books 2000 Ltd.) and a principal consultant at Proaction International, which provides consultancy on business strategy, corporate values and people planning.