

Leading @ the Speed of Change

Navigating Turbulent Times

Fine Tune Your Team

Along with personal learning and applications, the benefits of "Leading @ the Speed of Change: Navigating Turbulent Times" 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.

Special Discounts for Teams!

Bring your team! Save \$100 each when two or more people register from the same organization. Save \$200 each when five or more people register from the same organization!

Organizations may hold spaces and provide specific participant names prior to the workshop.

Let's Get Practical!

Sailing through life is easy when the seas are calm. It's much tougher when clouds begin to gather and the gentle winds of change suddenly turn to a full blown gale. Now more than ever the decisions we make determine not only how well we respond to the present, but also how much we will influence our future.

You need **practical and concrete leadership actions** you can apply on the fly. What's more important than what's new is what works. That's where Jim Clemmer has been able to help so many managers. He's distilled hundreds of leading books, studies, and best practices into easily understood how-to applications. Now you can benefit from and leverage his work to accelerate your team's personal and professional development.

It's an inside job. Every one of us has the ability to frame our individual and organizational outlook and the changes happening around us through the lens of a navigator, survivor or victim.

"Leading @ the Speed of Change: Navigating Turbulent Times" is a very special two-day workshop designed to help individuals and teams address our most challenging issues and successfully navigate the choppy waters

Special Public Workshop

June 2nd-June 3rd, 2009

9:00 am - 5:00 pm each day

Holiday Inn

30 Fairway Road South

Kitchener, ON

Register online @ www.Jimclemmer.com



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.



Jim Clemmer

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: Navigating Turbulent Times" has Jim distilling his exhaustive re-

search, 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.

Timeless Leadership Principles for Team and Organizational Success

"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**

This "Leading @ the Speed of Change: Navigating Turbulent Times" 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](#) applied the Leadership Wheel to leading others. His most recent book, [Moose on the Table: A Novel Approach to Communications @ Work](#) illustrates these same Principles using a fable to demonstrate how one can turn around a sliding career and organization.

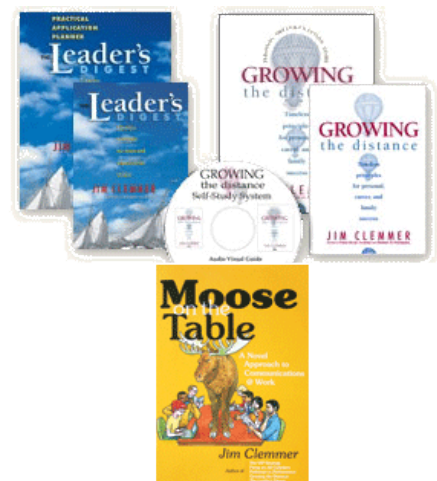
⇒ Read an overview of the [Timeless Leadership Principles](#).

⇒ Perform self-assessment exercises after reviewing each principle and determine current performance and improvement urgencies.



What Participants Get From This Powerful Workshop

- Highly practical and extremely useful leadership resources:
 - ⇒ "Leading @ the Speed of Change: Navigating Turbulent Times" 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 Distance: Timeless Principles for Personal, Career, and Family Success](#)
 - ⇒ [Growing the Distance: Self-Study System](#)
- 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 toward much stronger 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



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**

Navigating Change and Adversity: Choosing Our Perspective

This highly interactive workshop includes an array of resources; from energizing videos and presentations to inspiring personal, team, and organizational assessments.

- The Winds of Change: Making the Best of Times from the Worst of Circumstances
- The Big Shift: Changing leadership approaches, and attitudes to overcome challenges
- Change Choices: Navigator (capitalizing on changes), Survivor (just getting by), or Victim (living in "Pity City")
- Victim Speak: Identifying and eliminating one of the key causes of low morale
- Organizational Quicksand: Keys to navigating fear, cynicism, and negativity
- Leading the Charge: Successful tools for leading change initiatives

The High-Performance Balance: Managing Things and Leading People

- Getting It Together: Understanding the differences between management and leadership and how to integrate them for greater success
- Soft Skills, Hard Results: Transforming a boss into a leader
- Emotional Intelligence
 - ⇒ What is it?
 - ⇒ Why it's central to leadership...and our success and happiness
- How's your balance? Learning to balance the technical issues with the vital management and leadership components in any organization



Read Jim's article on the [High-Performance Balance here](#).

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

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

Leading Others: Building Powerful Teams and Leading High-Performance

"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

The Core of Adaptive Culture is Built on Change

- Why Most Change Efforts Fail: Bolt-on programs versus built-in culture
- 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
- Key steps to culture change and renewal

Serving, Influencing, and Leading Upward

- Serving the Servers: A powerful process for breaking through change barriers
 - ⇒ Focusing on areas of direct control and influence while learning to deal with everything else
- Managing ineffective leadership from above
 - ⇒ Three critical choices in dealing with a bad boss
 - ⇒ Keys to Upward Leadership: Managing my manager

Fostering Openness and Transparency

- Assessing and addressing trust and credibility gaps
- Leading by Example: Changing ourselves to influence our team's/organization's behavior
- 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 our top people through tough times – and good

Building Teamwork and Team Spirit

- How organizational culture ripples out from the top
- Team Dynamics: Strengthening management team effectiveness
- Spirit Killers: Identifying and addressing the five biggest impediments to building team spirit
- Keys to fostering a deep sense of pride throughout a team/organization
- Lessons from Geese

Coaching and Developing

- The Fish Tank Factor: Measuring the size of the environment we've built ([Take the online quiz](#) here)
- The Coach's Playbook: Increasing coaching effectiveness through assessment and evaluation
- The Practical Coach: Performance management tips, tools, and techniques to successfully lead a team
- Helping team members get the most from training



Personal or Self-Leadership: Leading from the Inside Out

Built around the themes in [*Growing the Distance: Timeless Principles for Personal, Career, and Family Success*](#), participants will receive the accompanying [Self-Study System](#) (includes the book, implementation guide, and multimedia CD) for self-assessment, practical implementation ideas, priority setting, and action planning to continue to learn even after the workshop has ended.

"Balances his practical experience with extensive and rigorous research energized with Jim's enthusiastic and engaging presentation skills."

Jack Zenger, Co-founder Zenger Miller

"We were very impressed with what you knew about leadership and your experience in using that leadership to help organizations improve."

Larry Beckon, Michigan Department of Transportation

"... finally an author has been brave enough, brilliant enough, and experienced enough to state the basic truths about effective managers running successful, fulfilling, motivated corporations."

Mary-Frances Turner, Commissioner, Development Services, Town of Markham

The Hub of My Being: Personal Vision, Values, and Purpose

- The Law of Attraction: How personal magnetic fields draw people, circumstances, and events into our lives
- Picturing our preferred future
- Clarifying core values
- Finding a true personal purpose

Attitude and Outlook: If It's To Be, It's Up To Me

- Dealing with Adversity: Choosing your own perspective
- Our Explanatory Style: Choosing your own reality
- Increasing your influence on those around you

Personal Integrity, Values, and Leading By Example

- The real me
- Being the change you want to see in others
- Have, do, or be?
- Getting feedback on how others see you



Passion, Commitment, and Self-Discipline

- Taking your passion pulse ([Take the online quiz here](#))
- Define your strengths
- Kicking the Tires: Checking your work alignment
- Increasing your discipline and commitment

Increasing Spirit, Meaning, and Purpose

- Performing a "check-up" on your spirit
- Finding meaning in your work
- Discovering diamonds in your own backyard

Personal Growth and Continuous Improvement

- Measuring growth
- Signs of stagnation
- Developing an effective learning style

Next Steps: Bringing it All Together

- How (and when) to implement all action plans
- Where to get help (personal coach/counselor, mentor, network, spouse, trainer, consultant, etc.)
- How to ensure follow-through on plans

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 it's 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 re-united with my passion for organizational and leadership development."

Cathy Cronin, Director, Employment 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
Syncrude Resources
Toyota**

Registration Information

Registration Fee

The fee for this workshop is \$1,095.00 plus 5% GST (\$1,149.75 including GST). This includes all workshop materials, lunches, refreshments, but not accommodations.

Please complete this form, and fax it to us at (519) 748-5813 or register online at www.jimclemmer.com.

You can also mail this form to:

The CLEMMER Group

10 Pioneer Drive, Suite 105

Kitchener, ON N2P 2A4

or contact us at

Phone: (519) 748-1044

Fax: (519) 748-5813

E-mail: service@clemmer.net

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. 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.

Kitchener

June 2nd — June 3rd, 2009

9:00 am - 5:00 pm each day

Holiday Inn

30 Fairway Road South

Kitchener, ON

N2A 2N2

Phone: (519) 893-1211

Fax: (519) 894-8518

Reservations: 1-866-375-8240

Registration Bonus

If you register online you'll also receive a link to download Jim's "Leading in Turbulent Times" audio.

This insightful audio is an executive summary of the key concepts behind Jim's bestselling books.

Register today at

www.jimclemmer.com

Registration Form

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 CLEMMER Group.)

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

Please charge this to my credit card:

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Card Number _____

Expiry Date _____

Cardholder Signature _____



The CLEMMER Group