



EXECUTIVE EDUCATION
WISCONSIN SCHOOL OF BUSINESS

A POWERFUL JOURNEY IN
LEADERSHIP DEVELOPMENT



LEADERSHIP **Beyond** MANAGEMENT™

May 16-20, 2011

October 17-21, 2011

Wisconsin School of Business Executive Education
www.uwleadership.com

LEADERSHIP **Beyond** MANAGEMENT™

A POWERFUL JOURNEY IN LEADERSHIP DEVELOPMENT

DOES YOUR ORGANIZATION FACE THESE BUSINESS CHALLENGES?

- Developing an organization that is focused, flexible, and fast
- Aligning strategy and key business goals with team and individual goals
- Inspiring an entrepreneurial spirit throughout the organization
- Fostering productive change
- Balancing employee and customer needs
- Managing increased diversity
- Using more independent project teams

ORGANIZATIONS NEED MORE MANAGERS TO BE LEADERS

To succeed in today's business environment, organizations need managers who demonstrate flexibility and empathy, while remaining true to the core values of the organization. Successful leaders understand how their personal character and attributes can—positively or negatively—affect their credibility and the bottom line. Awareness of self and others is critical to organizational and career success, as well as developing maturity in managing ego, power, and control.

COACHING MANAGERS TO BECOME LEADERS

Organizations are facing a critical shortage of managers ready to take on leadership in executive roles. Effective leaders know how to develop others into leaders. This program will provide you with the tools to coach others to become leaders.

The strengths of our leadership training are:

- Timely, specific, real-time feedback to participants
- A focus on leadership style, not just skills
- Stretch practice fields to help you build your leadership skills
- Individual coaching based on your particular strengths and challenges
- Small-group, interactive seminars designed for targeted learning

Leadership Beyond Management™ will strengthen your potential to become a transformational leader by developing specific leadership skills and enabling you to successfully influence followers to accomplish desired goals for your organization. Leadership Beyond Management™ is a premium offering of one of the world's most highly rated Executive Education programs.



WHO SHOULD ATTEND?

- Managers of managers
- Managers of high performance teams
- Individuals identified as "high-potential" or emergent leaders



Program Outline and Schedule

MONDAY- LEADING WITH RESPONSIBILITY

7:00 a.m. – Breakfast

7:30 a.m. – Registration

8:00 a.m. – 5:00 p.m. Program including networking lunch

Topics include:

- Overview of our leadership development process
- Examining the stages of leading with responsibility
- Recognizing what leadership greatness exists within you
- Distinguishing leading, managing, and coaching
- Clarifying 5 leadership practices and 10 leadership behaviors
- Receiving 360-degree feedback on your leadership behaviors
- Learning the coaching process
- Linking emotional intelligence to your leadership
- Reviewing your emotional intelligence report

5:30 – 7:00 p.m. Buffet dinner

TUESDAY- LEADING WITH AUTHENTIC COMMUNICATION

7:00 a.m. – Breakfast

8:00 a.m. – 5:00 p.m. Program including networking lunch

Topics include:

- Developing attributes that build emotional competence
- Learning to define reality accurately
- Rethinking what it means to listen
- Creating breakthroughs through inquiry
- Modeling coaching
- Practicing using ground rules for conflict interactions
- Recognizing and regulating emotional responses and reactive behaviors
- Developing a feedback profile to stay out of power struggles

5:00 – 8:00 p.m. Individual coaching sessions

5:30 – 7:00 p.m. Buffet dinner

WEDNESDAY- LEADING WITH POSITIVE INFLUENCE

7:00 a.m. – Breakfast

8:00 a.m. – 5:00 p.m. Program including networking lunch

Topics include:

- Understanding knowledge, skills, and attitudes of highly influential leaders
- Creating communication ground rules for persuasive leadership
- Identifying your values and credo
- Conducting a stakeholder analysis
- Building and enhancing your leader credibility
- Effectively managing your power and control
- Challenging the status quo
- Creating a vision of greatness
- Using influence strategies and tactics well

5:00 – 8:00 p.m. Individual coaching sessions

5:30 – 7:00 p.m. Buffet dinner

THURSDAY- LEADING WITH CHOICE

7:00 a.m. – Breakfast

8:00 a.m. – 5:00 p.m. Program including networking lunch

Topics include:

- Building your leadership greatness
- Bringing your choice of being with people into your leadership
- Resisting versus responding to people
- Catching your self-deceptions
- Recognizing the effects of self-betrayal and justification
- Becoming responsive and leading through your personal presence
- Leading by focusing on results versus doing
- Leading conversations about results based on self-accountability

5:30 – 7:00 p.m. Buffet dinner

FRIDAY- LEADING WITH COURAGE (MORNING ONLY)

7:00 a.m. – Breakfast

8:00 a.m. – 12:00 p.m. Program

Topics include:

- Practicing the four elements of courage to be great
- Catching your choices: responding versus reacting
- Presenting your leadership development action plan
- Planning for follow-up after the program

12:00 p.m. Program concludes



PROGRAM LEADERS



David Antonioni, Program Director for Leadership Beyond Management™ is Professor of Management in the Executive Education unit of the Wisconsin School of Business at the University of Wisconsin-Madison. David has 25 years of experience as a manager, organizational psychologist, coach, and adult educator working with a wide variety of companies ranging from manufacturing to the service sector. He is the author of over 50 publications on topics related to leadership and management. He is a fellow in the UW-Madison Teaching Academy.



Kathryn Jeffers is a management consultant, coach, and trainer with the Jeffers Group. An enthusiastic instructor who teaches over 100 training programs each year throughout the United States, she has been recognized by the American Society for Training and Development for developing one of the outstanding management training programs of the year. She is the author of the book *Don't Kill the Messenger*.



Buck Joseph is Professor Emeritus of Management in the Executive Education unit of the Wisconsin School of Business. He has more than 25 years of experience as an instructor and coach of workshops on persuasive communications, leadership, and presentation skills for managers and executives. Buck teaches professional communications in the Wisconsin Executive MBA program.



Chris Wallace is a consultant and renowned teacher for The Arbinger Institute, an international management consulting firm and scholarly consortium that is the world's pioneer in the area of "self-deception" and its relevance to organizations. Currently, Chris teaches "The Choice" based on the book *Leadership and Self-Deception* with leaders of corporations, governments, and organizations of all kinds throughout the world. The book has been translated into over 18 languages.

COACHES



Barbara Hummel is a management consultant and coach in leadership development with extensive experience helping organizations and individuals explore and affirm their leadership strengths.



John B. Martin is Managing Partner at Psychiatric Services, SC and Principal at MPAworldclass. His primary focus is facilitating improvements in performance and productivity from the inside out.



Karen Ostrov is a licensed psychologist and Founder/Principal of Konect, which provides coaching, leadership development, and organizational consulting services to executives and company leaders.



Richard "Buck" Rhyme is a principal with Organization Skills Associates, a firm specializing in leadership development and cultural transformation with companies interested in dynamic growth.



Susan Stites is the owner of Management Allegories, a management development consulting firm specializing in executive coaching and mentoring for a wide range of industries.

REGISTRATION INFORMATION

For more information and updated program details, visit us at www.uwleadership.com or join the group Leadership Beyond Management™ Network on LinkedIn.

Pre-Program Registration Requirement: Because of the lead time needed to complete, return, and compile pre-program surveys, early registration is required.

After you register, leadership feedback questionnaires will be mailed to you to be completed by you, your manager, your direct reports, and your peers. They must be returned to us no later than four weeks before the program. A confidential leadership summary report will be prepared for each participant.

Program Dates and Fees: Program dates are May 16–20, 2011, and October 17–21, 2011. The program fee is \$4,500 per person, and includes training, instructional materials, leadership assessments, individual coaching session, and all meals and refreshment breaks. To ensure your place in the program, include payment with your registration. Please note that lodging is not included in the program fee.

Team Discount: Save 10% when three or more from the same organization register as a group for the same program date.

Post-Seminar Coaching Sessions: After the program, coaching sessions may be arranged (for a fee) with your seminar coach. Program Location: Fluno Center, University of Wisconsin campus, 601 University Ave., Madison, WI 53715-1035

Lodging: Overnight guest rooms are available at the Fluno Center, which offers on site dining, fitness room, business center, study pub, and underground parking. For lodging information, call toll-free 1-877-773-5866 or visit exed.wisc.edu/fluno.

2 Ways to Register

To register by phone: Contact Pam Yunker, Program Coordinator, 608-441-7330 or toll-free 1-800-292-8964

To register online: Visit us at www.uwleadership.com

The University of Wisconsin-Madison, as a member of the University Continuing Education Association (UCEA), authorizes this program for 3.6 Continuing Education Units (CEUs) or 36 hours.

If a program is not held for any reason, UW-Madison's liability is limited to a refund of the program fee.



COMMENTS FROM PAST PARTICIPANTS

"The Fluno Center is the perfect learning environment, staffed with exceptional faculty who relate directly to my daily needs, from personal coaching to classroom instruction."

- Marg Feiler, Administrator, Marshfield Clinic

"I reflect often on what we learned together at the Leadership Beyond Management™ program. This is a phenomenally challenging time for our business and applying the leadership principles certainly helps me to deal with these issues. And I believe I am a more calm and thoughtful manager and leader. Thank you very much for what you and your team have helped me to understand about myself."

- Tony Rongstad, Regional Director, Viking Electric Supply

"The program opened my mind to the vast opportunities I have to improve my leadership skills. The interaction during the session was meaningful, thought-provoking and rewarding. My team has already seen a changed person."

**- Tom Guse, Vice President of Marketing,
International Truck & Engine – Finance Group**

"I've learned to trust my own judgment more than ever. My leadership now is about doing the right thing at the expense of popular opinion sometimes. I've become much more direct with my team on issues that are important to me by explaining the 'what' and the 'why' of my decisions. The team tells me that I'm engendering greater trust because I'm doing this."

**- David Pagenkopf, Manager of Systems
Development, Promega**

"The leadership program content provides the forum to explore very meaningful choices leaders can make every day...It's amazing to see the positive reactions from people once old issues are addressed in a new way...It was the best, most practical and well-rounded session I've ever attended."

**- Frank Hill, Director of Catalog,
Planning & Production, Lands' End**

"This program was 'life changing for me.' It was a week of self-reflection and motivation. I wish every manager would have the chance to attend this seminar. Thanks for a wonderful week in Madison!"

**- Jill Uitenbroek, Treasury Specialist,
SECURA Insurance**



"Taking this course is a life-changing event if you are willing to make the commitment. I am into my second week after completing the course and find myself constantly considering opportunities on how I can live what I have learned. The course comes with a heavy burden...you must be willing to be an agent of change. Get outside that comfort zone and live a little. I am sharing the learnings of this course up and down my organization."

**- Craig McDonald, Regional Manager,
North Atlantic Region, Truss Joist,
A Weyerhaeuser Business**

"I have to tell you that I have used and re-used the information gained from my week in your leadership program many times, with great effect."

- Doug Wilson, VP, Field Sales, Thomson Reuters

"My leadership journey continues to go well. I took my insights from the course and put them into action, especially in the 'model the way' and 'encourage the heart' aspects of the Leadership Practice Inventory. I've been well served by my learning at the University of Wisconsin-Madison. We continue to advocate your Leadership program because it gives us a competitive advantage."

**- Louis Grice, Vice President of Marketing &
Communications, Phoenix Contact USA**

REGISTER SOON!

Early registration is necessary due to the lead time required to complete pre-program questionnaires.

A POWERFUL EXPERIENCE IN LEADERSHIP DEVELOPMENT

This dynamic program is designed for managers of managers or high-potential managers who want to enhance their leadership effectiveness. It is particularly designed to benefit emergent leaders and people who others follow, not because of their position on an organization chart but because of their ability to create greater value for the larger organization. When you leave this program, you will take home strategies for balancing your role as a leader, manager, coach, and team player. You will know how to effectively influence executives, managers, direct reports, and peers, to lead organizational change, and contribute to your company's performance.



VALUE TO THE PARTICIPANT

- Gain awareness of your leadership strengths and challenges
- Develop your personal vision of leadership
- Know how to influence others with positive personal power
- Gain cooperation and collaboration from key people
- Communicate clearly and confidently
- Develop courage and composure to engage in caring, candid conversations
- Gain insights into regulating emotional responses to situations
- Improve your ability to make the right decisions about critical issues
- Receive personal coaching to enhance your leadership and results
- Develop a supportive network of colleagues

VALUE TO THE ORGANIZATION

- Leaders who communicate more clearly to others about performance expectations
- Increased accountability in performance feedback and reviews
- Coaching people through their emotional responses to change
- Recognize and respond to conflicts in a productive manner
- Better meetings that have more purpose and results
- Attain desired results more quickly
- Increased employee retention and more effective recruitment

- Effective leadership during organization change
- Implementation that delivers on organizational strategy
- Development of others as effective leaders
- Creation of a high-performance motivation environment

A UNIQUE PLATFORM FOR VALUE CREATION: ONE-ON-ONE COACHING

Gain valuable insights into your specific strengths and areas needing development. Leadership questionnaires will be sent to you to be completed by your manager, peers, and direct reports, and then returned to us one month prior to the program. Using this input, you will receive a confidential leadership and emotional competence report that reveals your strengths and identifies skills to develop during the program. This ensures that your learning experience is tailored specifically to you. Seasoned corporate coaches provide individual coaching, helping you learn even more about yourself and how you can best interact with others.