

June 5 - 6, 2012  
Kitchener

Team  
Discounts!

Leadership is clearly THE key to success. Developing these “soft skills” and aligning them with organizational goals is critical to high performance in an increasingly competitive and rapidly changing world. But despite all the talk about leadership and change, many “change fatigued” development professionals and managers struggle with just *how* to strengthen personal effectiveness and leadership.

*Leading @ the Speed of Change* is a very special two-day workshop designed to help individuals and teams develop strong and effective leadership skills with practical and concrete leadership actions you can apply immediately, and strategies that work.

More important than what's *new* is what *works*.

*Leading @ the Speed of Change* will inspire action and provide 'how to' steps that dramatically boost personal, team, and organization results.



“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

## Transforming Personal, Team, and Organization Performance

### What You Will Gain from this Powerful Workshop

- ≈ Tools, techniques, and ideas for strengthening your team/organization
- ≈ Learn how to more effectively handle and lead change
- ≈ Reflection time to reassess personal and professional priorities
- ≈ Discover how to shift your team's culture toward much stronger leadership
- ≈ How to apply the power of emotional intelligence
- ≈ Pinpoint performance gaps and priorities to be addressed and set action plans
- ≈ Strengthen team dynamics and processes
- ≈ Assess leadership strengths and improvement opportunities for yourself and your team
- ≈ Establish personal, team, or organization improvement plans
- ≈ Reframe and refocus negative changes/adversity
- ≈ Highly practical and extremely useful leadership resources:

Extensive “how to” workbook with assessments, models, and hundreds of practical application ideas, plus Jim Clemmer's bestselling books: *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 & Others through Constant Change*, and *Growing the Distance: Self-Study System* (bestselling book, workbook, and CD).

“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.



## Bring Your Team to Multiply the Benefits

Along with personal learning and applications, the benefits of *Leading @ the Speed of Change: Transforming Personal, Team, and Organization Performance* 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 brain-storm 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.

### Past Participants Include:

IBM	RIM Research in Motion
American Express	Petro-Canada
Royal Bank of Canada	Westjet Airlines
Bell Canada	Bombardier Aerospace
Air Canada	General Motors of Canada
Hewlett-Packard	University of Waterloo
Toyota	Hydro One
Syncrude	The Co-Operators
Riverdale Homes Ltd.	Dozens of municipalities
Manulife Financial	Most provinces
Waterloo Region Police Service	Numerous federal departments and agencies
Rogers	...and many others!
Baytech Plastics	

“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

## Jim Clemmer Wrote the Books on Leadership and Change

For the past three decades, 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: Transforming Personal, Team, and Organization Performance* 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 immediately.



# Leading @ the Speed of Change

## Workshop Agenda

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

### Navigating Change and Adversity: Choosing Our Perspective

- 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")
- Wallow Words: 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



### Leading Others: Building Powerful Teams and Leading High-Performance

- 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

# Leading @ the Speed of Change

## Workshop Agenda- *continued*

### 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
- 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 Speed of Change* and *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.

- 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
- 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

Register yourself and your  
team today!

“Excellent, thought-provoking, life changing course. - Renee Laforet,  
Ministry of Health & Long-Term Care”

# Registration and More Information

## Special Discounts for Teams!

Bring your entire team!

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Save \$200 each when five or more people register from the same organization!

**June 5 - 6, 2012**

9:00 am - 5:00 pm each day

### Holiday Inn

30 Fairway Road South  
Kitchener, ON N2A 2N2

Phone: (519) 894-8513 Fax: (519) 894-8526

Reservations: 1-866-375-8240

## Registration Bonus!

This workshop includes these valuable resources...at no extra cost.

- *Growing the Distance: Self-Study System* (book, workbook, and CD)
- *The Leader's Digest*
- *Leading @ the Speed of Change Workbook*
- *Moose on the Table*
- *Growing @ the Speed of Change*

## Registration Form

### Registration Fee

The fee for this workshop is \$1,095.00 plus 13% HST (\$1,237.35 including HST). This includes all workshop materials, lunches, refreshments, but not accommodations.

### 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.

Register on-line at

[www.jimclemmer.com](http://www.jimclemmer.com)

or fax this form to

(519) 748-5813

or mail this form to the  
address below.

### The CLEMMER Group

10 Pioneer Drive, Suite 105

Kitchener, ON N2P 2A4

Phone: (519) 748-1044

Fax: (519) 748-5813

E-mail: [service@clemmer.net](mailto:service@clemmer.net)



The CLEMMER Group Inc.

To register your team, please call us at (519) 748-1044.

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:

AMEX

MasterCard

VISA

Card Number \_\_\_\_\_

Expiry Date \_\_\_\_\_ Cardholder \_\_\_\_\_

Cardholder Signature \_\_\_\_\_

*This powerful workshop is also available  
in-house, customized for your organization.*

Please call (519) 748-6561 or e-mail [heather@clemmer.net](mailto:heather@clemmer.net) to discuss  
bringing *Leading @ the Speed of Change* to your organization.