

# 2009 Schedule

## CIMDP

Central Iowa Management Development Program

### February 19

9:00-12:00 p.m.

#### **Managing in Turbulent Times**

When the going gets tough, your employees need your leadership more than ever. Leadership is critical in turbulent times because things are no longer black and white. In fact, you can't look at things as being black and white, you need to focus on green. You need to focus on those things that will support your organization's economic engine.

In this session we will:

- Examine different factors that cause turbulence in our organizations and teams.
- Identify strategies for personally dealing with change and ambiguity.
- Learn five strategies for managing in turbulent times.

1:00-4:00 p.m.

#### **Career Development as a Retention Tool**

Many organizations think of career development and planning as something to help transitioning employees. However, with today's struggle to find and keep top talent, progressive organizations are starting to look at how they can use career planning to help retain key employees, support succession planning and improve the overall effectiveness of their organization.

In this session we will:

- Discuss what career planning includes.
- Identify ways that you as a manager can use career planning as a recruitment and retention tool.
- Explore different strategies to implement a career planning component in your organization.
- Determine resources within our organizations that can support your career planning effort.

## Call Now to Register!

(Ask about FREE preview sessions)

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

### May 21

9:00-12:00 p.m.

#### **Building a High Performing Team**

What's the difference between good teams and great teams? What makes up a high performing team. Research shows that great teams do have some things in common including a shared vision, focus on results and a passion for people. In this session we will explore what you can do build a high performing team in your organization.

In this session, we will:

- Explore differences between good and great teams
- Review strategies that help teams focus on results
- Introduce techniques for developing, communicating and living a team vision
- Discuss the importance of a focus on people in your team

1:00-4:00 p.m.

#### **The 5 Dysfunctions of a Team**

Like it or not, all teams are potentially dysfunctional; they are made up of fallible, imperfect human beings. Fortunately, there is hope. Counter to conventional wisdom, the causes of dysfunction are both identifiable and curable. However, they don't die easily. Making a team functional and cohesive requires levels of courage and discipline that many groups cannot seem to muster.

In this session, we will:

- Discuss behaviors that commonly derail teams.
- Identify specific areas in your team that causes you to struggle.
- Develop a personal action plan designed to help your team overcome its dysfunctions and work together more cohesively.



**CIMDP Sessions are offered quarterly.  
Call for a FREE preview session!**

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### August 20

9:00-12:00 p.m.

#### **Problem Solving Basics**

Much of what managers and supervisors do is solve problems and make decisions. Too often new managers solve problems and make decisions by reacting to them. They are "under the gun", stressed and very short for time. Consequently, when they encounter a new problem or decision they must make, they react with a decision that seemed to work before. It's easy with this approach to get stuck in a circle of solving the same problem over and over again. Therefore, get used to an organized approach to problem solving and decision making.

In this session, we will:

- Learn a practical problem solving process.
- Explore unique characteristics of creative and analytical thinking.
- Discuss creative techniques for analyzing problems, considering alternatives and choosing the best solution.
- Identify ways to build a culture that promotes problem solving, not problem sulking!

1:00-4:00 p.m.

#### **Winning Through Innovation**

What is creativity? How can I be more creative? How can I get my team to be more creative? How do we turn our creative ideas into reality? This course will answer these questions using a format that pushes the boundaries of conventional classroom settings. In this setting, facilitators lead by example by eliminating the methods used most often in training. Again and again, the facilitators encourage the participants to stop asking "why" and start asking "why not?"

In this session, we will:

- Define creativity and how it can help us succeed as leaders
- Define innovation and the barriers to innovation that must be overcome
- Identify ways to overcome barriers to creativity and innovation
- Learn how to ask compelling questions that promote challenging, innovative thinking
- Determine how to transform creativity to innovation

### November 19

9:00-12:00 p.m.

#### **Influential Leadership: Leading Those Above, Below, and Beside You**

Leadership is influence. If you are influencing others to do something, you are leading them. With this definition of leadership we open a new world and way of looking at leadership. No longer is the focus on just leading those below you, now we focus on leading those beside you and above you. We realize that leadership is 360°. With this view of leadership, we see that our influence grows and our impact on our team and organization can be great.

In this session we will:

- Explore the concept of 360° leadership.
- Review specific techniques to lead those beside you and above you.
- Discuss what it means and what it takes to become a leader that others want to follow.

1:00-4:00 p.m.

#### **Improving Productivity Through Coaching and Feedback**

The best managers are coaches—individuals who guide, discuss, and encourage others on their journey. With the help of coaches, employees can achieve outstanding results, organizations can perform better than ever, and you can sleep well at night knowing you have done what needs to be done to help your team/department be successful.

In this session, we will:

- Define "coach" and "coaching" as they apply to a leader position.
- Evaluate the benefits of coaching for the employee, the leader, and the organization.
- Explore a feedback model when reinforcing or redirecting behavior.
- Learn a coaching model to serve as a guide for how to initiate and successfully navigate the coaching process.

### **Pricing Information**

#### **Per Session**

1-2 people:	\$89 per person
3-5 people:	\$85 per person
6-10 people:	\$79 per person
One-year membership:	\$550 (8 tickets)

**All reservations are confirmed via email within 24 hours of receipt. Due to the cost of materials, all cancellations must be received 72 hours before the event.**

