

EXECUTIVE DEVELOPMENT PROGRAM

NOVEMBER 13, 2013

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PUBLIC \$995

UD ALUMNI \$945

PARTNER \$870

TEAM TURNAROUNDS: TRANSFORMING UNDERPERFORMING TEAMS

In today's uncertain economic environment, teams are constantly asked to do more with less. Yet with resources stretched thin, turning around a struggling team has never been harder. Leaders must work to identify and maximize whatever potential strengths a team already has. As sports fans already know, behind every great underdog story is a leader who roots out the competitive advantage that propels the team to victory.

In this program, Joe will share how this fine art of turnaround really works, from how to inspire the team to the actual tools for change. Through interviews with team managers and turnaround masters in the NFL, MLB, and the NCAA, as well as leaders at top global firms who have successfully reversed their fortunes, he will share the six steps every team takes to make a 180 in performance:

- Leading Past Losing
- Committing to Growth
- Changing Behaviors
- Embracing Adversity
- Achieving Success
- Nurturing a Culture of Excellence

No matter how bleak the circumstances, how unacceptable the performance, or how far shares have plummeted, this program will help lead the climb back to the top.

THIS PROGRAM WILL HELP EXECUTIVES:

- Apply the key lessons from the six distinct stages of Team Turnarounds.
- Build a high-performing culture where sustainable success is the norm
- Candidly assess the current state of affairs, overcome “shadow expectations,” and challenge a team to be better



Joe Frontiera, Ph.D.

Joe Frontiera, Ph.D., is managing partner of Meno Consulting, a firm focused on culture turnarounds, team development, and leadership development. Meno Consulting represents a progressive approach to consulting services for corporate, non-profit, and athletic organizations, focusing on the surfacing of existing potential.

Prior to starting Meno Consulting, Joe worked in Silicon Valley during the dot com boom and bust. Joe had a very successful career in sales before returning to school to work on his Ph.D. Joe earned his undergraduate degree from Santa Clara University and his Ph.D. from West Virginia University, where he also serves as an adjunct professor in the Leadership Studies program.

Joe, along with his co-author, Daniel Leidel, released their first book, Team Turnaround: A Playbook for Transforming Underperforming Teams, in 2012. Joe's ideas have been featured in Harvard Business Review, Forbes, Fast Company, CNBC, Executive Leadership, and many other publications. Joe writes a regular column for the Washington Post's On Leadership section, and blogs for Psychology Today, Good Business International, and WOBI.