At the UD Center for Leadership, we’re more than just an educational resource for Dayton-area businesses. We form real, working partnerships between leading organizations and the nation’s top thinkers in leadership development. We create educational programs and services designed to improve the success of our partners’ organizations and our world’s future.

As a shared corporate university, we bring noncompeting organizations together to create something unique and highly successful — something none of us could create on our own. Our efforts to come together and educate each other yield productive, new experiences that improve these organizations from the ground up.
The Executive Development Programs enable senior leaders like you to meet face to face with some of the most highly regarded and influential thinkers in the leadership field, like Joseph Grenny, Curt Coffman, Beverly Kaye and Marcus Buckingham.

Each year, the Center offers a variety of one-day workshops that address most of the topics that impact senior-level leaders. Rather than commit to a weeklong program, you can customize your development and choose which workshops best address your needs. Whether you want to learn about personal effectiveness and productivity, or how to lead successful teams to implement large-scale change efforts, you are in control of your leadership education.

Our programs are collaborative in nature, combining the expertise of our thought leaders with our experiences as business leaders. This approach ensures that the content is always relevant, so that you come away with the insights, tools and tactics you need to drive lasting change in your organization.

The Benefits

→ Become a more effective leader and make a greater impact in your business through learning experiences that focus on your organization.

→ Gain access to world-class executive education delivered locally by some of the best minds in business — nationally and globally.

→ Connect with accomplished peers and executives in an environment that encourages learning and growth for you and your organization.

→ Take advantage of the Center’s flexibility to participate only in those programs that fit your personal and organizational development needs.
# EXECUTIVE DEVELOPMENT

## 2016 CALENDAR

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<th>DATE</th>
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| 2/17 | What Motivates Me: Put Your Passions to Work | Adrian Gostick  
Top 30 leadership guru |
| 3/23 | Performing Under Pressure: The Science of Emotional Intelligence | Bill Benjamin  
Partner, Institute for Health and Human Potential and emotional intelligence expert |
| 4/27 | Love ‘Em or Lose ‘Em: Getting Good People to Stay (A.M.) | Beverly Kaye, Ph.D.  
Best-selling author and founder of Career Systems International |
| 4/27 | Help Them Grow or Watch Them Go: Career Conversations Your Employees Want (P.M.) | Beverly Kaye, Ph.D.  
Best-selling author and founder of Career Systems International |
| 5/25 | Coaching with Compassion: Strategies for Developing and Energizing Others | Melvin Smith, Ph.D.  
Faculty director of executive education and associate professor at the Weatherhead School of Management |
| 6/9  | Reality-based Leadership: Ditch the Drama and Turn Excuses into Results | Cy Wakeman  
Global thought leader, speaker, business consultant and best-selling author |
| 9/14 | Decision Day: Get Focused, Get Moving, Get Results | Nick Tasler  
Internationally acclaimed decision expert and best-selling author of The Impulse Factor |
| 10/6 | Inspiring and Challenging Your Way to Greater Performance | Jim Kouzes  
Co-author of the award-winning and best-selling book The Leadership Challenge |
| 10/19| The Plain Truth About Employee Engagement and Your Bottom Line | Richard Hadden  
Certified Speaking Professional, author and leadership consultant who focuses on the connection between people and profit |
| 11/10| Leading Innovation: Jumpstart Your Organization’s Innovation Challenges | Jeff DeGraff  
The “Dean of Innovation” and clinical professor of management and organizations at the Ross School of Business at the University of Michigan |
**WHICH WORKSHOPS SHOULD YOU CHOOSE?**

Every business is different. So is every executive. Whether you need to sharpen your strategy or attract better talent, this chart will help you pinpoint your needs and choose classes to fulfill them.

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What Motivates Me: Putting Your Passions to Work

FEB. 17, 2016
8:30 A.M.–4:30 P.M.

What motivates me? What motivates my team? The answers to both can be game changers. This program will offer an extensively tested method to identify your employees’ and your unique blend of core motivators: critical drivers to the success of your organization, team and yourself. People who are more fulfilled in their careers produce quality work, earn higher incomes and are 150 percent more likely to have a happier life overall. In this interactive and engaging program, you will complete the Motivators Assessment and walk away with tested ideas and strategies proven to increase motivation, engagement and productivity.

This program will help leaders:
- Identify their own blend of core motivators
- Recognize disconnects that exist between employees’ passions and their current work
- Learn powerful job-sculpting strategies to help accomplish more and avoid “blind spots”

ADRIAN GOSTICK
Adrian Gostick is co-author of the New York Times, Wall Street Journal and USA Today best-sellers The Carrot Principle, All In and What Motivates Me. He has appeared on NBC’s Today show and CNN, and has been quoted in The Economist, Newsweek and the Harvard Business Review. Gostick earned a master’s degree in leadership from Seton Hall University where he is a guest lecturer on workplace culture. Gostick is a founding partner of The Culture Works, a global consultancy focused on helping organizations building high-performance work cultures. He has consulted with organizations such as Bank of America, Rolls-Royce, American Express, California Pizza Kitchen and Hard Rock Cafe.

Performing Under Pressure: The Science of Emotional Intelligence

MARCH 23, 2016
8:30 A.M.–4:30 P.M.

Leadership isn’t easy, especially under pressure. Neither is performance. Usual tasks, conversations and decisions that seem straightforward suddenly become difficult when pressure increases. Pressure changes how your brain functions; it changes attention, memory, decision-making and your ability to think. Only the best performers manage stressful situations effectively. It starts by understanding the science behind how pressure impacts the brain and then using this insight to better manage through the situations more skillfully. You will leave this program with strategies to manage your emotions so you can be at your best in the most difficult moments.

This program will help leaders:
- Understand the science of emotions that drive decision-making under pressure
- Learn practical strategies to respond more skillfully under pressure
- Identify patterns, triggers and emotional habits that either drive or derail performance

BILL BENJAMIN
Bill Benjamin has advanced degrees in mathematics and computer science and 25 years of real-world business experience as a senior leader. Benjamin is authentic about his own struggles under pressure as a leader. He shares how he has been able to apply the very same techniques he teaches to become a better leader (and husband and father) himself. Benjamin is a partner at the Institute for Health and Human Potential (IHHP), a successful international research and training company, named one of Canada’s fastest-growing companies in the “Fast 100” ranking in Profit magazine.
Love ‘Em or Lose ‘Em: Getting Good People to Stay

APRIL 27, 2016
8:30 A.M.–12 P.M.

Leaders concerned with profitability — and even survival — are viewing their talented employees through a very different lens. Today's top talent market can be vicious and competitive, and recruiters may already have their eye on your star performers. And, as replacement costs continue to rise as high as 200 percent of an employee's salary, it is vital to our continued success to retain our employees. In this program, Dr. Beverly Kaye reveals the key to employee satisfaction and engagement that builds a work environment in which your employees thrive, constantly learn and give discretionary effort to your organization. You'll also explore and learn skills that help keep your employees front and center.

This program will help leaders:
■ Assess their current ability to attract and retain the best people
■ Examine which current employees might be a risk
■ Apply practical, hands-on strategies to retain top talent

Help Them Grow or Watch Them Go: Career Conversations Your Employees Want

APRIL 27, 2016
1–4:30 P.M.

Study after study confirms that career development is the single most powerful tool managers have for driving retention, engagement, productivity and results. The good news is that frequent and intentional career conversations can keep talent growing. Dr. Beverly Kaye and her co-author, Julie Winkle Giulioni, have identified three broad types of conversations that increase employees’ awareness of their strengths, weaknesses and interests; point out where your organization is headed; and help to pull that together to design their own up-to-the-minute, personalized career plan. This program will help you develop the framework and habits needed to make a difference in your organization.

This program will help leaders:
■ Understand the parallels between growing an organization and growing its people
■ Recognize the frequent opportunities they have to hold highly impactful conversations
■ Learn a practical framework for career conversations

BEVERLY KAYE, PH.D.

Beverly Kaye's name is recognized internationally as one of the most knowledgeable professionals in the areas of career development, employee engagement and retention and mentoring. She has also been named a “legend” by the Association for Talent Development. Her organization, Career Systems International, provides talent solutions that help organizations reduce costs associated with talent loss and underperformance with clients such as American Express, GE and Microsoft. Prior to earning a doctorate at UCLA, Kaye did graduate work in organization development at the MIT Sloan School of Management and has taught executive seminars at UCLA and USC.

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Coaching with Compassion: Strategies for Developing and Energizing Others

MAY 25, 2016
8:30 A.M.–4:30 P.M.

Coaching has become an increasingly important tool for managers and executives to inspire and develop people. In contrast to more traditional management roles, coaching provides an approach for deeply engaging with others on a new level, one that opens perspectives and encourages self-directed change. This session will highlight the latest findings and practices on coaching, featuring the work of thought leaders from the Weatherhead School of Management’s Organizational Behavior Department. This interactive day of learning will explore a distinctive approach to executive coaching in developing and energizing others.

This program will help leaders:
- Understand how to coach others for sustainable change
- Appreciate the difference between coaching with compassion and coaching for compliance
- Learn how coaching with compassion is a source of renewal and development for both people involved

MELVIN SMITH, PH.D.
Melvin Smith is an associate professor in the Organizational Behavior Department and faculty director of executive education at the Weatherhead School of Management at Case Western Reserve University. He received his Ph.D. in organizational behavior and human resource management from the University of Pittsburgh’s Katz Graduate School of Business. Prior to completing his doctoral work at the University of Pittsburgh, Smith spent more than 15 years in a series of sales, marketing management and organization development positions with a number of Fortune 500 companies including IBM, Pepsi-Cola and H.J. Heinz.

Reality-based Leadership: Ditch the Drama and Turn Excuses into Results

JUNE 9, 2016
8:30 A.M.–4:30 P.M.

In this ever-changing world, business leaders demand more results, faster. As leaders, we must be willing to admit that our way of leading may simply not be working. These times call for new leadership and leaders who are willing and able to reinvent mindsets — their own and the mindsets of others — to change circumstances. Reality-Based Leaders quickly recognize and accept the reality of the situation, conserve precious team energy and use that energy instead to impact reality. This interactive and engaging program will assist you in developing Reality-Based Leadership principles to meet these ever-changing demands head on.

This program will help leaders:
- Identify why current leadership models fail to enhance engagement and deliver results
- Understand and implement the principles of Reality-Based Leadership
- Apply Reality-Based Leadership principles in your workplace to increase personal accountability and limit drama

CY WAKEMAN
Cy Wakeman is a dynamic national speaker, business consultant, New York Times best-selling author and trainer who has spent more than 20 years cultivating a revolutionary approach to leadership. Through her prolific work with companies such as Bayer, Hallmark, Verizon Wireless and Wells Fargo, Wakeman has helped eliminate tired management techniques in favor of a reality-based revolution. Named one of the “Top 100 Leadership Experts to Follow” on Twitter, Wakeman’s influence continues to build. An expert blogger on fastcompany.com and forbes.com, Wakeman’s ideas have been featured in a variety of publications. She has also written two books.
Decision Day: Get Focused, Get Moving, Get Results

SEPT. 14, 2016
8:30 A.M.–4:30 P.M.

Decisions are the building blocks of your career, your team and your company. Success results from stacking those blocks faster and more strategically than your competition. It really is that simple. That’s why 88 percent of managers who excel at two skills — strategic thinking and decisive action — are among the top 10 percent of the highest-performing leaders across all industries and job levels. The Think Strategically & Act Decisively learning system builds fast-moving, high-performing teams with a revolutionary new approach to aligning teams with the company’s strategic focus, and empowering them to confidently make all decisions — from strategic planning and employee management decisions down to daily customer and resource allocation decisions — faster and more strategically.

This program will help leaders:
- Get aligned quicker, execute faster and get results sooner
- Discover how to decisively execute your strategy every day by applying the simple Know-Think-Do framework
- Provide insight that stimulates the confidence participants need to get results faster than ever before

NICK TASLER
Nick Tasler is the internationally acclaimed decision expert and best-selling author of The Impulse Factor (Simon & Schuster, 2009). As a highly sought-after speaker, coach and consultant, he inspires leaders across the globe to achieve their highest potential by learning to think more strategically and act more decisively. His books have been translated into multiple foreign languages and sold in more than 30 countries. Tasler is a frequent guest lecturer at the Wharton School, a management columnist for Bloomberg Businessweek and the Strategic Thinking blogger for Psychology Today. He holds a master’s and a bachelor’s degree in organizational psychology and lives with his wife and three sons in Minneapolis, Minnesota, and Fort Myers, Florida.

Inspiring and Challenging Your Way to Greater Performance

OCT. 6, 2016
8:30 A.M.–4:30 P.M.

Do you know what separates the average leader from the best? Are you intrigued by what you can do to make yourself viewed as a more credible leader by your boss, direct reports and peers? In this workshop, Jim Kouzes will share the most up-to-date evidence on what leaders do to make extraordinary things happen based on his and Barry Posner’s most recent edition of The Leadership Challenge. Drawing from their extensive database of cases and assessments from leaders across the globe, Kouzes will address two vital practices, “Inspire a Shared Vision” and “Challenge the Process.”

This program will help leaders:
- Describe the Five Practices of Exemplary Leadership and how they strengthen a leader’s capacity to sustain credibility
- Envision the future by imagining exciting and ennobling possibilities while they enlist others in a common vision by appealing to shared aspirations
- Identify opportunities by seeking innovative ways to change, grow and improve while you experiment and take risks by constantly generating small wins and learning from mistakes

JIM KOZUES
Jim Kouzes is the co-author, with Barry Posner, of the award-winning and best-selling book, The Leadership Challenge, with over 2 million copies sold and available in 22 languages. He’s also the Dean’s Executive Fellow of Leadership at the Leavey School of Business, Santa Clara University. The fifth edition of The Leadership Challenge was released in July 2012, marking the 25th anniversary of the book. It debuted at No. 1 on Amazon’s leadership best-seller list. Kouzes and Posner have co-authored over 30 other publications, including Encouraging the Heart, A Leader’s Legacy and The Truth About Leadership. Their book Credibility: How Leaders Gain and Lose It, Why People Demand it was chosen by IndustryWeek as one of the 10 best management books of the year.
The Plain Truth About Employee Engagement and Your Bottom Line

OCT. 19, 2016
8:30 A.M.–4:30 P.M.

Creating an exceptional place to work is one of the best things you (or your competitors) can do for your bottom line. And Richard Hadden has the numbers to prove it. Hadden, co-author of Contented Cows Still Give Better Milk: The Plain Truth About Employee Engagement and Your Bottom Line, will help you discover the bottom line value of developing a focused, engaged and capable led workforce. You’ll get more than a dozen very specific “assignments”—things you can take back to work and apply right away to attract better talent, retain your staff and, perhaps most important, increase the willing contribution each staff member makes to your business’s success.

This program will help leaders:
■ Learn how to get your employees committed to the mission of your organization
■ Understand the bottom line connection between people practices and profit performance
■ Discover how to motivate through reward and recognition

RICHARD HADDEN
Richard Hadden is a Certified Speaking Professional, author and leadership consultant who focuses on the connection between people and profit. He is co-author of the popular Contented Cows leadership book series, including his latest book, Contented Cows Still Give Better Milk, and the book Rebooting Leadership. Hadden developed and practiced his leadership skills as a manager in both financial services and information technology. He was director of product development for a software company in North Florida before starting his own technology consulting business in 1986. Gradually, his consulting focus shifted from information technology to human resources leadership, and management. Hadden has appeared on CNN and MSNBC, and his work has been featured in Bloomberg BusinessWeek, Entrepreneur and Inc. magazines, as well as in many trade and professional publications.

Leading Innovation: Jumpstart Your Organization’s Innovative Challenges

NOV. 10, 2016
8:30 A.M.–4:30 P.M.

The Innovation Genome or the iGenome is a strategic blueprint developed from over 25 years of academic research of how the best organizations solve their innovation challenges. By identifying and analyzing four different types of innovation, you will learn how you can use the tension between these competing forces — like the simultaneous pursuit of standardization and customization — to create positive movement. Using this method, you will discover practical ways to help your organization develop, implement and sustain change and innovation. Every individual has some qualities of each quadrant, but some are stronger than others. By attending to the ways that these profiles interact, you can build an organizational culture that benefits from the advantages of all these approaches without inheriting their downsides.

This program will help leaders:
■ Discover ways to create a culture for innovation within your organization
■ Identify strategies to intentionally build multiple communities of innovation practitioners
■ Learn why it is important to provide safe places to fail and/or accelerate opportunities for failure

JEFF DeGRAFF
Jeff DeGraff got his nickname, the “Dean of Innovation,” because of his influence on the field. Dr. DeGraff is clinical professor of management and organizations at the Ross School of Business at the University of Michigan. His research and writing focus on leading innovation. He is co-author of several books including Creativity at Work, Leading Innovation, and Making Stone Soup. His public television program, Innovation You, introduced his ideas about innovation to viewers across America. DeGraff’s opinions on contemporary business matters are covered by Fortune, Wired and the Wall Street Journal to name a few. DeGraff writes a syndicated column on leading innovation for Inc. magazine and has a regular segment on public radio called The Next Idea.