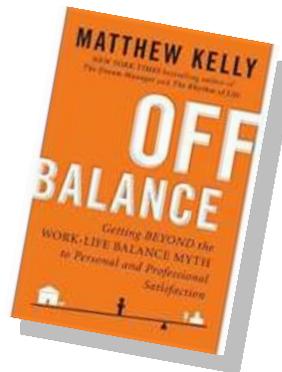


Off Balance: Getting Beyond the Work-Life Balance Myth

Are you really living the best personal and professional life you can? For decades, the corporate landscape has been plagued by the Work-Life Balance theory - pitting the two against each other as if anyone with a job and a life has to "settle".

But does *BALANCE* really equal *SATISFACTION*? In this program, based on Kelly's latest book "OFF Balance", Kelly challenges the way we think about "work-life balance" and provides the tools we need to get beyond the myth to build deep, sustainable personal AND professional *satisfaction*.

OFF Balance introduces Kelly's *Personal and Professional Satisfaction System*, a clear five step system that enables participants to begin to reshape and build a more satisfying life by teaching the importance of actively making choices based on values, principles, and priorities to gain satisfaction.



Recognizing it takes effort and energy to maintain a satisfying life, and that some initiatives require more of this than others, Kelly also teaches how to cultivate the energy for everything we want and need to do. Individuals who faithfully implemented his program saw a dramatic 24% increase in satisfaction over a three month period!

This Program will help leaders:

- Design a framework for personal accountability and sustainable satisfaction.
- Cultivate personal energy by developing a better awareness of the people, places, things, and activities that energize them (and those that drain energy!)
- Implement ten practical and viable tools that increase personal and professional satisfaction, while at the same time, driving profitability and growth!

February 1, 2012
8:30 am—4:30 pm



Matthew Kelly is an internationally acclaimed speaker, author, and the founder and president of Floyd Consulting, a firm based on the belief that your organization can only become the best-version-of-itself if the people that drive your organization are striving to become the best-versions-of-themselves.

Kelly's books have sold more than one million copies and have appeared on the NY Times, Wall Street Journal, USA Today and numerous other best-seller lists. His titles include *The Dream Manager*, *The Rhythm of Life* and *Off Balance*.

Over the past decade, he has given keynote presentations to a wide variety of organizations including: Chick-fil-A, Inc., Fifth Third Bank, McDonald's, PepsiAmericas, Proctor & Gamble, the U.S. Air Force and more...

Learn. LEAD. Serve.

To find out more about developing leaders across your organization, please contact us at:



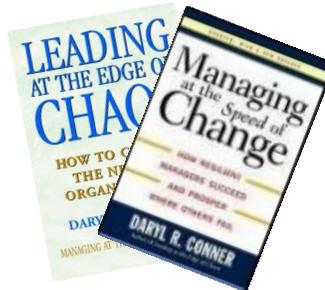
Executing Change for Sustainable Results: Turning Strategy into Reality

February 29, 2012
8:30 am—4:30 pm

All change is difficult. But is your organization agile enough that it can adapt quickly to unexpected circumstances? Even in the best of times 70% of significant change initiatives fail - despite excellent planning and honorable intentions. In this unstable economy, the stakes are higher, and the need to avoid costly mistakes and overload the organization are even higher. How well your organization survives the current economic downturn will depend on your ability to plan for and mitigate execution risks.

So how do we decide which efforts require Herculean effort?

In this executive exchange Daryl Conner discusses the top three risks to successful execution, and the fundamentals of executing major change. He will offer his disciplined approach to successfully lead the strategic change your company needs to survive, including a process to pinpoint problem areas, prioritize resource allocation, and build an accurate, informed business case.



Daryl Conner is chairman and co-founder of Conner Partners®, an Atlanta-based consulting firm that specializes in strategy execution. He is an internationally recognized leader in organizational change and serves as an advisor and mentor to senior executives around the globe.

In more than 30 years of practice, Daryl has worked with many of the most successful organizations in the world, including Fortune 500 companies, government agencies, and nonprofit institutions, to help them achieve the full intent of their most urgent and critically important initiatives. His work is built on a strong foundation of research, extensive consulting experience, a master's degree in psychology, and a deep spiritual focus.

He has authored two books—*Managing at the Speed of Change* (Random House, 1993) and *Leading at the Edge of Chaos* (John Wiley & Sons, 1998)—and more than 250 other publications, monographs, book chapters, and videos.

This Program will help leaders:

- Move from “gut analysis” to a proven system for assessing the success risks for your initiative.
- Measure and manage to avoid costly rework.
- Determine which major change initiatives require your extensive attention to ensure success.
- Implement change with minimal disruption to the organization.

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The Leader's Voice: Communicating to Inspire Performance

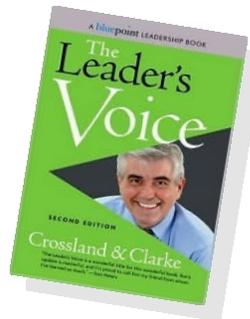
March 28, 2012
8:30 am—4:30 pm

The best communicators use facts, emotions, and symbolism to get their messages across. Do you struggle to communicate best when it matters most? Does your message drive action? Do you find it difficult to have that tough discussion with an employee?

How leaders handle communication issues greatly impacts their success. Difficult conversations require leaders to be persuasive, not abrasive. Failure to address questions about goals, avoiding coworker issues, or even neglecting to recognize a team member for a good job will most likely destroy your employees' trust. So how do you deal with the difficult conversation?

Emotions run strong when a leader needs to address a pressing problem such as productivity or performance. But your success is determined by whether you step up or step out. Holding that difficult conversation strengthens relationships, builds trust, and is the difference between swiftly solving a problem or avoiding it.

Through role playing and other interactive exercises, Crossland will empower participants to master the difficult conversation. He will introduce three channels through which effective leaders simultaneously communicate to focus, inspire and motivate their organizations. He will also reveal how an over-reliance on one, or neglecting communications altogether, could actually drive assumption, objection, fear, skepticism, and eventually, loss of control of your message.



Ron Crossland has worked with talent from the boiler room to the boardroom, a range of experience that has taught him that regardless of position, individuals' work matters. He has helped individuals, teams, and organizations develop better leaders, create more innovation, forge better internal and external relationships, and inspire greater performance.

Co-author of *The Leader's Voice: How Your Communication Can Inspire Action and Get Results*, the book has received praise from *The Harvard Communication Newsletter*, Amazon's "top ten reviewers" Robert Morris, and the *Business Book Review*. Ron has also co-authored *The Leadership Experience* and will be releasing *Voice Lessons* in 2012.

Over the past ten years he has worked with high potential managers seeking to make the cross over from individual leadership to organizational leadership at Microsoft, Intel, New York Life, AT&T, and Deloitte.

This Program will help leaders:

- Avoid employee "fog" through clear, meaningful messaging.
- Increase their ability to influence action by use of a three-channel communication methodology for critical or difficult messaging.
- Improve their communication effectiveness beyond presentation skills.

Learn. LEAD. Serve.

To find out more about developing leaders across your organization, please contact us at:

