

# Developing Leadership Talent

## *Fostering Tomorrow's Leaders, Today*

Sept. 13, 2011

8:30 am - 12:00 pm

**Leaders take people and organizations above and beyond to places they have never been before. Yet even with all their ability, these leaders can't do it alone.**

A fundamental paradox for leaders is that they transform their followers into leaders themselves. Leadership is not measured by what the leader wants to accomplish, but rather by what the leader instills in his or her followers and enables them to accomplish. What high-performing organizations realize is that "leadership is everyone's business." The entire office should be striving to take the initiative and make the changes that they know need to be made. Only then, when every person adopts a leadership mentality and responsibility, will the true testament of any leader be realized.

Barry Posner has seen every aspect of leadership development. His co-authored book ***The Leadership Challenge*** was named as one of the top 10 books on leadership of all-time, won the James A. Hamilton Hospital Administrators' Book-of-the-Year Award and the Critics' Choice Award from the nation's book review editors, was a *Business Week* best-seller, and has sold over 1.8 million copies in more than twenty languages. Barry has also received the American Society for Training and Development's highest award of *Distinguished Contribution to Workplace Learning and Performance*, Management/Leadership Educator of the Year by the International Management Council, named among the Top 50 Leadership Coaches in the nation (according to *Coaching for Leadership*) and among the Top 15 most influential thinkers in HR worldwide.

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**Barry Posner** is a Professor of Leadership at the Leavey School of Business, Santa Clara University (located in the heart of Silicon Valley), where he served for 12 years as Dean of the School. At Santa Clara, he has received the President's Distinguished Faculty Award, the Business School's Extraordinary Faculty Award, and several other outstanding teaching and leadership honors. Barry is an internationally renowned scholar who has published more than 85 research and practitioner-oriented articles and he is currently on the editorial review boards of the *International Journal of Servant-Leadership*, *Leadership and Organizational Development*, and *Leadership Review*. Barry also serves on the Board of Directors for EMQ Family First. Described as a warm, engaging and pragmatic conference speaker and dynamic workshop facilitator, Barry has made presentations and conducted workshops across the U.S., and around the globe, from Canada, Mexico and Europe to the Far East, Australia, New Zealand, and South Africa.



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## This program will help executives:

- Appreciate how leadership is a relationship and what factors enhance and sustain this
- Learn how to develop leadership skills – not only in themselves, but also in others around them
- Create an environment in which leadership becomes everyone's business
- Foster collaboration and build trust