



EXECUTIVE DEVELOPMENT

2018 CALENDAR

DATE	COURSE	INSTRUCTOR
2/7	The Likeability Factor: Boost Your “L” Factor and Achieve Your Life’s Dreams (A.M.)	Tim Sanders Former Yahoo Senior Executive, speaker, best-selling author of <i>Love is the Killer App</i> , <i>The Likeability Factor</i> and <i>Dealstorming</i>
2/7	Genius is a Team Sport: Unleash the Power of Innovation and Collaboration (P.M.)	Tim Sanders Former Yahoo Senior Executive, speaker, best-selling author of <i>Love is the Killer App</i> , <i>The Likeability Factor</i> and <i>Dealstorming</i>
3/7	Cross-Cultural Communications: Strategies for Success in Today’s Multicultural Workforce	Craig Storti Intercultural communications and cross-cultural adaptation consultant, speaker and author
4/12	The Energy Bus: 10 Rules to Fuel Your Life, Work and Team with Positive Energy (A.M.)	Jon Gordon International speaker and best-selling author of <i>The Energy Bus</i> , <i>Training Camp</i> , and <i>The Power of Positive Leadership</i>
4/12	Training Camp: What the Best Do Better Than Everyone Else (P.M.)	Jon Gordon International speaker and best-selling author of <i>The Energy Bus</i> , <i>Training Camp</i> , and <i>The Power of Positive Leadership</i>
5/17	Reality-Based Leadership: How Leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results	Cy Wakeman Top 30 Global Leadership Guru, international speaker and best-selling author of <i>Reality-Based Leadership</i> and <i>The Reality-Based Rules of the Workplace</i>
6/6	Peak Performance: Maximize Self-Awareness and Become a Future-Ready Leader	Tasha Eurich, Ph.D. Organizational psychologist, executive coach, speaker and <i>New York Time’s</i> best-selling author of <i>Bankable Leadership</i> and <i>Insight</i>
9/19	Leading People Through Change™: Achieve Desired Change and Enhance Performance	Patricia Zigarmi, Ed.D. Senior consulting partner for The Ken Blanchard Companies, captivating speaker, management consultant and best-selling author
10/10	The Best Team Wins: The 5 Disciplines of Today’s Most Effective Leaders	Chester Elton One of the most influential voices in workplace trends, Global Guru, leadership consultant, speaker and best-selling author of <i>The Carrot Principle</i> , <i>All In</i> and <i>What Motivates Me</i>
10/23	Create a High Performance Culture Through Feedback and Coaching	Thomas Crane International consultant, author, and speaker specializing in assisting leaders in creating high-performance through the development of coaching cultures
11/15	The Future of Happiness: Strategies for Balancing Productivity and Well-Being in the Digital Era	Amy Blankson A world leading expert on positive psychology and technology, featured professor in Oprah’s Happiness course, founder of GoodThink, best-selling author of <i>The Future of Happiness</i> .



The Likeability Factor: Boost Your “L” Factor and Achieve Your Life’s Dreams (A.M.)

FEB. 7, 2018

8:30 A.M.–12:00 P.M.

The choices other people make about you determine your health, wealth, and happiness, and decades of research shows that people choose who they like. They vote for them, buy from them, marry them and spend precious time with them. The good news is that you can arm yourself for the contest and win life’s battles for preference. How? By raising your likeability factor.

The more you are liked, the happier your life will be. In this program, leadership and business guru Tim Sanders shows how to build your likeability factor by teaching you how to enhance four critical elements of your personality: friendliness, relevance, empathy and realness.

When you improve these areas and boost your likeability factor, you bring out the best in others, handle life’s challenges, enjoy better health and excel in your daily roles. You can win the close calls and tight competitions that define and determine success and happiness at work and in life.

Competencies addressed: Builds Network, Instills Trust, Interpersonal Savvy, Situational Adaptability

This program will help leaders:

- Understand the four building blocks to boosting your “Likeability” Factor: friendliness, relevance, empathy and realness.
- Identify best practices for increasing your “Likeability” Factor to positively impact relationships and encounters in your professional and personal life.
- Develop a plan of action to boost your “Likeability” Factor.



TIM SANDERS

Tim Sanders has been on the cutting edge of innovation and change throughout his career. Tim was an early member of Mark Cuban and Todd Wagner’s broadcast.com team, which had the largest opening day IPO in history. After Yahoo acquired the company, Tim was tapped to lead their ValueLab. By 2001, Tim rose to the position of Chief Solutions Officer at Yahoo and later, became the company’s Leadership Coach. In 2005, Tim founded Deeper Media, which provides consulting and training services for leading companies, trade associations

and government agencies. Tim is the author of five books, including the *New York Times* bestseller, *Love is the Killer App: How to Win Business & Influence Friends*, and *Today We Are Rich, The Likeability Factor, Saving the World at Work and Dealstorming*.

Genius is a Team Sport: Unleash the Power of Innovation and Collaboration (P.M.)

FEB. 7, 2018

1:00 P.M.–4:30 P.M.

Collaboration accelerates problem solving, forges cross-disciplinary bonds and unleashes innovation in organizations. Without a process, though, you usually get a mess. You may think you are applying teamwork to your challenges, but don’t be so sure. There’s a good chance you’re operating inside a silo, not building a truly collaborative team across your whole organization. The more disciplines you bring into the process, the more unlikely (but effective!) solutions the team can come up with.

Tim Sanders explains his seven-step process and shows how it has helped drive results for organizations as diverse as Yahoo!, CareerBuilder, Regus and Condé Nast. The seven-step process includes: Quality, Organize, Prepare, Convene, Execute, Analyze and Report. You’ll learn how to get the right team on board, relative to the size of the opportunity and its degree of difficulty. The key is adding people from diverse areas of your organization, making them collaborators early in the process.

Competencies addressed: Builds Effective Teams, Collaborates, Cultivates Innovation, Manages Complexity, Optimizes Work Processes

This program will help leaders:

- Understand a seven-step process that will help drive innovation and collaboration throughout your team and organization.
- Identify and engage the right people in order to develop, implement and sustain innovative ideas.
- Develop skills and practices to more effectively utilize collaboration in solving problems, forging cross-disciplinary bonds and unleashing innovation in your team and organization.



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and government agencies. Tim is the author of five books, including the *New York Times* bestseller, *Love is the Killer App: How to Win Business & Influence Friends*, and *Today We Are Rich, The Likeability Factor, Saving the World at Work and Dealstorming*.



Cross-Cultural Communications: Strategies for Success in Today's Multicultural Workforce

MARCH 7, 2018

8:30 A.M.–4:30 P.M.

Cultural differences affect every organization conducting business in the United States or overseas. If you try to communicate your way in someone else's culture, you're going to make mistakes—and mistakes have consequences. Sometimes we get lucky and people from other cultures overlook or forgive our mistakes, assuming we don't know any better.

While differences can cause misunderstandings when people are not aware of them—they can likewise add great value when people understand these differences and use them strategically to enhance effectiveness and productivity. For leaders doing business in a global economy, it is critical to have a solid understanding of the different cultures that exist amongst your colleagues, partners, vendors and suppliers. By identifying and practicing techniques and strategies to increase cultural competence, you will be able to enhance workplace and business communication and relationships.

Competencies addressed: Communicates Effectively, Drives Engagement, Global Perspective, Values Differences

This program will help leaders:

- Become more aware of their own cultural-based communication and work styles.
- Identify the differences between their own cultural communication and work styles and that of the individuals they work with from other cultures.
- Improve their ability to adapt their own behaviors and expectations to work more effectively across cultures.



CRAIG STORTI

Craig Storti is the Director of Communicating Across Cultures, specializing in the design and delivery of programs in intercultural communications, cross-cultural business dynamics and managing the multicultural/global workforce. Craig is a nationally known figure in the field of intercultural communications and cross-cultural adaptation and the author of several books. Craig has over thirty years of experience teaching and training leaders in understanding and working effectively with people from other cultures and diverse backgrounds. As a trainer and consultant,

Craig has advised Fortune 500 companies on international joint ventures and led cross-cultural workshops for international agencies and organizations on four continents.

The Energy Bus: 10 Rules to Fuel Your Life, Work and Team with Positive Energy (A.M.)

APRIL 12, 2018

8:30 A.M.–12:00 P.M.

Everyone faces tough times and challenges and every person, organization, company and team will have to overcome negativity and adversity to define themselves and create their success. But, what does it take in order to turn the tough times into positive times? No one goes through life untested and the answer to these tests is positive energy—the kind of positive energy that consists of the vision, trust, optimism, enthusiasm, purpose and spirit that defines great leaders and their dreams.

Jon Gordon will take you through 10 rules that will fuel your life, work and team with positive energy. Whether you are a leader looking to build a positive culture, a teammate trying to energize and engage your team or someone who desires to enhance your productivity and performance, you will learn to create more success in your life and others. For leaders looking to turn negative energy into positive achievements, this program will provide a powerful plan for overcoming life. When you get on *The Energy Bus*, you'll enjoy and benefit from the ride of your life.

Competencies addressed: Being Resilient, Drives Engagement, Drives Results, Drives Vision & Purpose, Instills Trust

This program will help leaders:

- Learn the keys to building a positive culture.
- Discover how great leaders lead with vision and optimism and share positivity with their team to enhance performance and results.
- Create a plan to remove negativity from your team and develop trust and engaged relationships.



JON GORDON

Jon Gordon's best-selling books and talks have inspired readers and audiences around the world. Jon's principles have been put to the test by numerous Fortune 500 companies, professional and college sports teams, hospitals, and non-profits. Jon is the author of 17 books including five best-sellers: *The Energy Bus*, *The Carpenter*, *Training Camp*, *You Win in the Locker Room First* and *The Power of Positive Leadership*. Jon has been featured on The Today Show, CNN, CNBC, Fox and Friends and in numerous magazines

and newspapers. Jon is a graduate of Cornell University and holds a Masters in Training from Emory University.



Training Camp: What the Best Do Better Than Everyone Else (P.M.)

APRIL 12, 2018

1:00 P.M.–4:30 P.M.

Have you ever wondered what makes someone great in his or her field? Based on Jon Gordon's work with professional sports teams, world-class organizations, and interviews with some of the top professionals in a wide variety of fields, he discovered that the best of the best share a number of similar characteristics.

Everyone wants to be their best! The great news is there is a formula to help you reach the success you want to achieve. There are habits that the best do that others don't and things that they do better than everyone else. There is a way that the best of the best approach their life, work and craft that differentiates themselves from others. This formula is predictable, repeatable and a process that anyone can follow.

In this program, Jon shares the valuable wisdom, lessons, deep insights and proven strategies on what it takes to bring out the best in yourself and your team. No matter your leadership role or the organization in which you work, these lessons apply to everyone.

Competencies addressed: *Action Oriented, Being Resilient, Courage, Drives Results, Self-Development*

This program will help leaders:

- Identify the key characteristics and winning habits that separate the best from the rest.
- Discover the #1 predictor and factor of success.
- Learn practical ways to bring out the best in your team and leave a legacy.



JON GORDON

Jon Gordon's best-selling books and talks have inspired readers and audiences around the world. Jon's principles have been put to the test by numerous Fortune 500 companies, professional and college sports teams, hospitals, and non-profits. Jon is the author of 17 books including five best-sellers: *The Energy Bus*, *The Carpenter*, *Training Camp*, *You Win in the Locker Room First* and *The Power of Positive Leadership*. Jon has been featured on The Today Show, CNN, CNBC, Fox and Friends and in numerous

magazines and newspapers. Jon is a graduate of Cornell University and holds a Masters in Training from Emory University.

Reality-Based Leadership: How Leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results

MAY 17, 2018

8:30 A.M.–4:30 P.M.

Most leadership philosophies are grounded in two completely faulty assumptions—"change is hard" and "engagement drives results." Those beliefs have inspired expensive attempts to keep change from being disruptive to employees. What these engagement programs actually do is create and reinforce feelings of victim-hood and leave employees unprepared to adapt to real changes that are necessary for the health and profitability of their enterprises. Rather than driving performance and creating efficiencies these programs fuel the emotional waste, entitlement and drama that drags down organizations.

Cy Wakeman proposes a radically different approach to leadership. A leader's role shouldn't be—cannot be—to motivate employees. That is a choice employees make. Instead, a leader helps others develop the great mental processes employees need to eliminate self-imposed suffering and choose to be accountable for driving results.

Competencies addressed: *Action Oriented, Being Resilient, Builds Effective Teams, Drives Results, Ensures Accountability*

This program will help leaders:

- Learn to develop highly effective mental processes for their teams and how to hold all team members accountable.
- Increase engagement by listening to the highly accountable individuals on your team.
- Utilize tools and strategies for eradicating entitlement which changes the energy of the group from "Why we can't" to "How we can."



CY WAKEMAN

Cy Wakeman is a leadership speaker and consultant. Cy is the author of two books: *Reality-Based Leadership* and *New York Times* bestseller *The Reality-Based Rules of the Workplace*. Cy's next book, *No Ego: How Leaders Can Cut the Cost of Workplace Drama, End Entitlement and Drive Big Results* debuted in September 2017. Cy was named as one of the Top 30 Global Leadership Gurus by Global Gurus, a Top 100 Leadership Expert to follow on Twitter and "the secret weapon to restoring sanity to the workplace."



Peak Performance: Maximize Self-Awareness and Become a Future-Ready Leader

JUNE 6, 2018
8:30 A.M.–4:30 P.M.

Have you ever wondered how your clients, employees, colleagues, family and friends really see you? Or whether you see yourself for who you really are? In today's world, self-awareness is a remarkably rare quality. Research shows it is the foundation of high performance, smart choices, meaningful relationships and a fulfilling career.

Simply put self-awareness is the meta-skill of the 21st century. People who understand themselves—and how others see them—are more confident, effective leaders. Yet, most of us are remarkably poor judges of ourselves and how we come across, and it's rare to get candid, objective feedback from colleagues, employees and even our supervisors.

So as leaders, how can we help ourselves become more self-aware and how we can build self-aware teams and organizations that don't just survive—but thrive—in a delusional world? This enlightening, interactive and practical program will share the insights and tools needed to help you get there.

Competencies addressed: Demonstrates Self-Awareness, Develops Talent, Self-Development, Situational Adaptability

This program will help leaders:

- Understand what self-awareness really is and how it influences the career and development of oneself to be a future-ready leader.
- Build self-aware teams and organizations that are able to survive and thrive in a delusional world.
- Learn and practice battle-tested tools to improve self-awareness, and therefore happiness, interpersonal relationships, work performance, leadership and more.



TASHA EURICH, PH.D.

Tasha Eurich is an organizational psychologist, researcher, and NY Times best-selling author. Tasha has spent over 15 years helping thousands of professionals—from Fortune 500 executives to early stage entrepreneurs—improve their self-awareness and success. In 2013, Tasha's first book, *Bankable Leadership*, debuted as a NY Times bestseller and her second book, *Insight*, delves into the connection between our self-awareness and our performance and success. Tasha has been featured in Forbes, Fast Company, and FoxBusiness.com.

Leading People Through Change®: Achieve Desired Change and Enhance Performance

SEPT. 19, 2018
8:30 A.M.–4:30 P.M.

Organizational change is inevitable. New opportunities, new products and new business initiatives are exciting, but also signal change and disruption. Most change efforts require significant adjustments in how large numbers of people get work done. Roughly 70% of change efforts fail or are derailed, which can lead to low productivity and morale, unmet expectations, wasted time and money and increased employee turnover.

Leaders need both buy-in and commitment of the people who are being asked to change. Our research and real-world experience show that people go through predictable stages of concern during change, and that most change efforts are unsuccessful for predictable reasons.

Leading People Through Change® teaches leaders how to identify and address the stages of concern that employees experience, as well as how to use the appropriate strategy and behaviors to resolve the concerns. You will learn a model for change that can be applied to all types of change efforts, including mergers and acquisitions, business process reengineering, sales force expansion and technology implementations.

Competencies addressed: Action Oriented, Directs Work, Drives Engagement, Drives Results, Plans & Aligns

This program will help leaders:

- Identify and address the typical questions that employees raise during change.
- Use a diagnostic and prescriptive change model and strategies to help drive performance during times of change.
- Increase their organization and/or teams "capacity to change" and an adaptive environment where change is effectively implemented on an ongoing basis.



PATRICIA ZIGARMI, ED.D.

Patricia Zigarmi is a captivating speaker, a highly regarded consultant and trainer and best-selling author. Respected for her ability to listen and build trust, Pat has been a confidential business consultant for hundreds of managers and executives as part of Blanchard's consulting partnerships with many Fortune 500 and global companies. Pat is coauthor of *Who Killed Change* and *the One Minute Manager*. Pat's bachelors degree is from Northwestern University and her doctorate from the University of Massachusetts.



The Best Team Wins: The 5 Disciplines of Today's Most Effective Leaders

OCT. 10, 2018

8:30 A.M.–4:30 P.M.

Are you looking to increase the effectiveness of your team and to produce top-results? Based on an 850,000-person study of the most profitable, innovative work teams, New York Times bestselling author Chester Elton introduces you to new science about teamwork.

The vast majority of employees' days are now spent working collectively, but 96 percent of executives cite poor teamwork as the main source of workplace failures. Therefore, organizations must address: How can managers better lead teams to improved performance given the volatility and challenges teams face today? This program will answer that question and provide solutions to drive team performance to new heights.

Chester's research identified a set of leadership disciplines that leaders can use to develop teams that drive change, thrive in a global economy, embrace millennials in the workplace and find success cross-functionally. By discovering and implementing the five disciplines, your team and organization will have the tools you'll need to address the challenges you face today and in the future.

Competencies addressed: Builds Effective Teams, Collaborates, Develops Talent, Drives Engagement, Drives Results

This program will help leaders:

- Manage to the one by identifying the drivers of each team member for maximum motivation.
- Speed up and increase productivity by helping new team and current team members work faster and smarter.
- Find focus for their teams by building bridges across functions, cultures and distance.



CHESTER ELTON

Chester Elton is one of today's most influential voices in workplace trends. Chester has spent two decades helping his clients enhance employee engagement and create team-oriented cultures. In his provocative, inspiring and always entertaining programs, Chester provides real solutions to leaders looking to manage change, drive innovation and lead a multi-generational workforce. Chester's work is supported by research with more than 850,000 working adults, revealing the secrets behind high-performance teams and organizational

cultures. Chester is co-founder of The Culture Works and co-author of the New York Times, USA Today and Wall Street Journal bestsellers, *All In*, *The Carrot Principle* and *What Motivates Me*.

Create a High Performance Culture Through Feedback and Coaching

OCT. 23, 2018

8:30 A.M.–4:30 P.M.

In this program you will discover "Transformational Coaching" a pragmatic blueprint for giving colleagues and direct reports actionable feedback leading to behavioral change and improved results. Using this roadmap to organize and conduct emotionally-intelligent coaching conversations, leaders are able to create deeper, interpersonal, authentic human connections that increase trust and rapport. This works from the premise that "Without rapport, feedback is just noise." When leaders start first by building trust, all is possible.

Leading by example is the most powerful way to teach the essential skill one finds pervasive in a true coaching culture—"coachability." This sets a fundamentally different cultural tone. Tom Crane will share his research on how and why coaching UP remains the last frontier for true coaching cultures to fully develop. It turns out that leaders need to respond to feedback...if they want others to as well.

Competencies addressed: Action Oriented, Communicates Effectively, Drives Results, Develops Talent, Instills Trust

This program will help leaders:

- Understand a pragmatic process for giving feedback to colleagues and direct reports.
- Learn to quickly recognize and act on two-way coaching opportunities.
- Practice skills to give effective feedback and coaching to colleagues and direct reports.



THOMAS CRANE

Tom Crane is an international consultant, facilitator, speaker and author who specializes in assisting leaders in creating high-performance coaching cultures. For the last 30 years, Tom has worked with all levels of leaders and their teams to enhance their individual and team effectiveness in achieving performance objectives. Tom's passion (and first book, *The Heart of Coaching*) is focused on changing a leader's mindset from "the BOSS OF people" to the mindset of "the COACH FOR people." His upcoming book, *The Rise of the Coachable*

Leader, continues the process of creating coaching cultures by focusing on the last-to-develop element where organizational coaching practices gain traction—coaching UP. Tom's undergraduate degree is from Purdue University and his MBA is from Drake University.



The Future of Happiness: Strategies for Balancing Productivity and Well-Being in the Digital Era

NOV. 15, 2018

8:30 A.M.–4:30 P.M.

Technology—at least in theory—is improving our productivity, efficiency and communication. The one thing it’s not doing is making us happier. Leaders are experiencing historically high levels of depression and dissatisfaction.

This, however, is something that you can impact and change.

Knowing that technology is here to stay and will continue to evolve in form and function, we need to know how to navigate the future to achieve a better balance between technology, productivity and well-being. Technology can drive—not diminish—human happiness. The research is pretty clear healthy and happy people lead to success at home and in the workplace.

In this session, you will learn strategies that successful leaders use to not just strive but actually thrive—in the digital age. By rethinking when, where, why and how you use technology, you will not only be able to influence your own well-being, but also help shape the future of your organization and community. Discover how futuristic technologies can transform the idea of “I’ll be happy when…” to “I’ll be happy now.”

Competencies addressed: Being Resilient, Demonstrates Self-Awareness, Drives Engagement, Self-Development, Tech Savvy

This program will help leaders:

- Answer the three burning questions of the digital era—Where are we headed?; Would we be better without technology?; and What will happiness look like in the future?
- Understand how to implement strategies for balancing productivity and well-being.
- Develop a personalized plan to positively impact your overall happiness, productivity and well-being at home and work.



AMY BLANKSON

Amy Blankson, is a world leading expert on positive psychology and technology, featured professor in Oprah’s Happiness course, founder of GoodThink, best-selling author of *The Future of Happiness*.

2018 PROGRAMS AT-A-GLANCE

FEBRUARY

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- 07 Genius is a Team Sport: Unleash the Power of Innovation and Collaboration (P.M.)

MARCH

- 07 Cross-Cultural Communications: Strategies for Success in Today’s Multicultural Workforce

APRIL

- 12 The Energy Bus: 10 Rules to Fuel Your Life, Work and Team with Positive Energy (A.M.)
- 12 Training Camp: What the Best Do Better Than Everyone Else (P.M.)

MAY

- 17 Reality-Based Leadership: How Leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results

JUNE

- 06 Peak Performance: Maximize Self-Awareness and Become a Future-Ready Leader

SEPTEMBER

- 19 Leading People Through Change: Achieve Desired Change and Enhance Performance

OCTOBER

- 10 The Best Team Wins: The 5 Disciplines of Today’s Most Effective Leaders
- 23 Create a High Performance Culture Through Feedback and Coaching

NOVEMBER

- 15 The Future of Happiness: Strategies for Balancing Productivity and Well-Being in the Digital Era

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