

ADVANCED WORKSHOP SERIES

Organizations are changing: their strategy, structure, processes, and their culture. Leaders need guidance in order to become more effective in their individual performance, their leadership impact, and in the way they drive their organization's culture.

The Advanced Workshop Series offers a new, flexible format for building your knowledge about the HSI Integrated Performance System, and the assessments that measure the quality of performance at the individual and organizational level. This participatory workshop focuses on:

- Learning how to provide leaders with insights into their personal styles, and how these styles combine to shape their leadership performance.
- Moving beyond culture measurement by identifying the specific impact of culture in terms of business outcomes, as well as potential change targets or "levers" that can be adjusted to improve organizational effectiveness.
- Learning to install a proven process for assisting leaders and managers in determining development opportunities, selecting the most fruitful change strategies, and monitoring ongoing improvement efforts.
- Getting to the heart of performance difficulties by providing leaders with insightful feedback on how their actions influence others and the culture.

WORKSHOP SCHEDULE

Name of Workshop	Date	Price
Foundation Workshop	March 23-26, 2010	\$1,800
	June 15-18, 2010	\$1,800
	September 21-24, 2010	\$1,800
Advanced Workshop Series	TBD	\$600 per day
<p>This next Advanced Workshop Series will continue in our new flexible format. We are offering a series of four one-day sessions that you can mix and match to meet your needs and interests. This workshop series will feature HS facilitators, and guest presenters with first-hand knowledge about the application of the products.</p>		

All Foundation workshops are held at the HS office in Plymouth, Michigan. The Advanced Workshop Series is held at various locations. If enrollment exceeds our conference room capacity, we may elect to conduct the workshop at another local facility. In this event, you will be notified at least one week prior to the workshop with the new location. HS can conduct either of these workshops at your location. Register for two or more workshop seats and save 10% on your registration fee. For more details regarding any of the above, please contact an HS Account Manager.

ADVANCED WORKSHOP AGENDA

Day One	
<p>Introduction to the Human Synergistics Circumplex</p> <ul style="list-style-type: none"> • The circumplex provides a way to “see” what drives performance—that of individual contributors, leaders, work teams—in short, the entire organization. • Learn which styles are effective and productive and which are not. 	<p>Prerequisites:</p> <ul style="list-style-type: none"> • None
<p>Leadership WorkStyles™ (LWS)</p> <ul style="list-style-type: none"> • Provide those with leadership responsibilities with insights into their personal styles. • Develop their capacity to monitor and modify their behavior, to more skillfully develop and empower others. 	
Day Two	
<p>Management/Impact™ (M/I)</p> <ul style="list-style-type: none"> • Assist mid-level and front-line managers in understanding the impact that they have on the people around them • Identify ideal and current impact • Assess the ways in which they approach their management responsibilities • Provide a basis for participants to establish goals and identify strategies for enhancing their effectiveness 	<p>Prerequisites:</p> <ul style="list-style-type: none"> • Foundation Workshop or • Day One of Advanced Workshop Series
Day Three	
<p>Leadership/Impact® (L/I)</p> <ul style="list-style-type: none"> • Assist senior-level leaders in assessing and understanding their impact on the organization. • Identify ideal and current impact. • Assess the strategies employed in the day-to-day leadership of the organization. • Provide a basis for participants to establish goals and identify strategies for enhancing their effectiveness. 	<p>Prerequisites:</p> <ul style="list-style-type: none"> • Foundation Workshop or • Day One of Advanced Workshop Series
Day Four	
<p>Organizational Culture Inventory®/Organizational Effectiveness Inventory™ (OCI/OEI)</p> <ul style="list-style-type: none"> • Take your knowledge of the OCI and link it with the OEI. • Develop an understanding of the factors and conditions that drive organizational culture, as well as the outcomes of that culture. • Learn how the OEI can provide well-founded guidance on the levers an organization needs to calibrate in order to affect a cultural change. 	<p>Prerequisites:</p> <ul style="list-style-type: none"> • Foundation Workshop
<p><i>Each day also includes tips and ideas on practical application from experienced practitioners.</i></p>	



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