

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

Foundation Workshop	Date	Location	Price
	6/14 - 6/17/2010**	Chicago	\$1,800
	9/21 - 9/24/2010	San Francisco	\$1,800
Advanced Workshop Series	Date	Location	Price
Leadership WorkStyles Workshop	7/27/2010	Chicago	Complimentary*
	10/26/2010	Plymouth	\$600
M/I Accreditation Workshop	7/28 - 7/29/2010	Chicago	\$1,200
	10/27 - 10/28/2010	Plymouth	\$1,200
Leadership Impact Workshop	7/30/2010	Chicago	\$600
	10/29/2010	Plymouth	\$600
OCI/OEI Workshop	5/20/2010	Chicago	\$600
	8/19/2010	Chicago	\$600
	10/7/2010	Chicago	\$600

* **Special Offer!**

** **Monday through Thursday this session only.**

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 SERIES AGENDA

Leadership WorkStyles™ (LWS)	
<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. • 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 	<p>Prerequisites:</p> <ul style="list-style-type: none"> • None <p>Duration:</p> <ul style="list-style-type: none"> • One day
Management/Impact™ (M/I)	
<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 • Leadership WorkStyles <p>Duration:</p> <ul style="list-style-type: none"> • One and one half days
Leadership/Impact®	
<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 • Leadership WorkStyles <p>Duration:</p> <ul style="list-style-type: none"> • One day
Organizational Culture Inventory/Organizational Effectiveness Inventory	
<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>Duration:</p> <ul style="list-style-type: none"> • One day
<p><i>Each day also includes tips and ideas on practical application from experienced practitioners.</i></p>	



**Human Synergistics/
Center for Applied Research, Inc.**

Chicago

Phone: 800.590.0995

Email: info@hscar.com

Human Synergistics, Inc.

Detroit

Phone: 800.622.7584

Email: info@humansynergistics.com

**Human Synergistics/
Acumen, Inc.**

San Francisco

Phone: 866.384.3058

Email: info@hsacumen.com