

Team Top Gun Alumni Program 2009

Space
Limited



Reserve
Early

Salt Lake City, UT
Northern Virginia
Suburban Chicago
San Diego, CA

January 29, 2009
March 19, 2009
April 23, 2009
May 7, 2009

Effectiveness Dimensions International
www.TeamTopGun.com
(909) 336-3675

PURPOSE AND OBJECTIVES

The Alumni Program is a highly interactive development experience available only to graduates of the Team Top Gun Program. The basic purpose of the course is to provide a vehicle for the continuous improvement and development of participants who share a common language and frame of reference as a result of their previous leadership development experience. 100% of the material covered is new, yet requires participants to integrate their learning from the previous course.

The main objectives are to:

- Add more depth to the analysis of a participants' leadership style and abilities
- Add more depth and breadth to the awareness of leadership strengths and weaknesses.
- Improve skills in leading in an empowered team-oriented workplace.
- Generate an action plan for continued leadership excellence.

PROGRAM ATTRIBUTES

- Up to the moment contemporary content modules to stretch participants thinking.
- 360° feedback from the boss, associates and peers back at work via the Executive Effectiveness Profile Volume II which measure an entirely different set of behaviors than the Executive Effectiveness Profile Volume I.
- A continuation of personal-style insight via the LSPI Profile. This instrument uncovers strengths, weakness and preferences from a Psychological standpoint.
- Candid feedback from program participants via a review of the exercises.
- Participants who bring both personal and organization diversity as well as a common frame of reference as to content and philosophy.
- Action planning to transfer learning to enhanced performance.
- Restricted class size (maximum 30) permits personal attention.

SEMINAR LEADER

Dr. John W. Hanes

President, Effectiveness Dimensions, Inc. a Southern California based consulting firm, Dr. Hanes has designed and conducted leadership development programs for thousands of managers in organizations as diverse as Fortune 100 corporations, government agencies, medical organizations, start up companies and the military.

Dr. Hanes has extensive experience in managerial roles inside leading banking, retail and manufacturing organizations such as International Paper and Caterpillar. He holds an Ed. D. in Leadership from the University of San Diego and bachelors and masters degrees in management. Dr. Hanes was a visiting Senior Scientist with the world renown Battelle Memorial Institute and has held similar posts with The Center for Creative Leadership and San Diego State University. He has received frequent recognition for his performance as a developer of leaders. He is a sought after speaker to executive groups and is noted for his focus on "real world" application of concepts. Dr. Hanes has authored a wide variety of assessment /feedback instruments including the Executive Effectiveness Profile, Performance Effectiveness Profile, Interpersonal Effectiveness Profile, and Team Effectiveness Profile.

ALUMNI PROGRAM AGENDA

- 8:00 am **Participant Introductions**
- 8:15 am **Why Superstars Stumble - Presentation/Discussion**
Common mistakes leaders make and how to avoid them are highlighted.
- 8:45 am **Leading Exceptional People - Presentation/Discussion**
At some point every manager will be tasked with leading people who are supremely talented. The focus is on how exceptional people present a different leadership challenge and proven methods for effectively dealing with the issues.
- 9:15 am Break
- 9:30 am **Hollow Square Exercise and Debrief**
The simulation highlights “outside the box” thinking, creating “buy-in” and group dynamics under pressure.
- 10:45 am Break
- 11:00 am **Leadership Style Preference Index Analysis**
Participants receive insight on 16 dimensions of personality which affect leadership effectiveness. They learn to increase the use of the eight constructive dimensions and minimize the effects of the eight counter-productive dimensions.
- 11:30 am **Executive Effectiveness Profile Volume II Results**
Participant receive 360° feedback on their current effectiveness as a leader and put together a mini action plan for change.
- 12:15 pm Lunch
- 1:00 pm **Motivating Others - Presentation/Discussion**
Twenty-seven “motivators” and eight “de-motivators” are presented and discussed.
- 1:30 pm **Coaching and How Leaders Develop - Presentation/Discussion**
Participants learn how to create development plans for themselves and their people.
- 2:00 pm **Effective Delegation - Presentation/Discussion**
Techniques for safely and effectively delegating work to others is the focus of this segment.
- 2:30 pm Break
- 2:45 pm **Team Problem Solving Meeting - Exercise & Debrief**
Participants plot how an effective problem solving meeting should be structured and sell their plan to others.
- 4:00 pm Break
- 4:15 pm **Maverick Leadership and Personal Accountability - Presentation/Discussion**
Principles of how unconventional leaders differ from the mainstream are outlined as are tips for improving accountability.
- 4:45 pm **Organization Change - Presentation/Discussion**
The process of implementing organization change is put forth and discussed in this concluding segment.
- 5:15 pm **Program concludes.**

TEAM TOP GUN ALUMNI PROGRAM REGISTRATION FORM

Please register me for the Team Top Gun Alumni Program. I understand that I can cancel this reservation without penalty up until 4 weeks prior to the program. I understand that if I cancel my participation in this session within 4 weeks of the start of the program I will incur a \$200.00 cancellation fee.

Name _____

Title _____

Organization _____

Address _____

Phone _____

Email _____

Program Date and Location you wish to attend _____

Program Cost: \$695.00

Includes breakfast, lunch and all program materials

**Fax to (909) 336-3678
or email to JohnWHanes@aol.com**

To Pay by Mastercard, Visa or Discover

Name on card _____

Card Number _____

Expiration Date _____

Authorization to Charge Signature _____