

POSITIVE LEADERSHIP

Overview

This five-day program is informed by hard science, making the business case that positive organizational dynamics directly influence profitability, customer satisfaction, and employee retention.

Ross pioneers in the groundbreaking field of Positive Organizational Scholarship designed and deliver this transformative program. Through self-assessments, case analyses, and other action-based exercises, you first will gain clarity about your own personal purpose, values, and strengths. Then you will apply that knowledge to your organization, leveraging your unique competencies to drive innovation and change. During the program, you will analyze a leadership challenge in your organization and collaborate with faculty and peers to create an action plan you can implement immediately upon return to work.

You will emerge from Positive Leadership with frameworks, tools, and applications proven to elevate employee engagement and retention, save time and money, and enhance quality and creativity.

Takeaways

- Tools and techniques to unlock the highest potential within oneself and others
- Methods to develop high-impact relationships and a results-oriented work environment
- A capacity to identify opportunities that lead to individual and organizational growth
- Tools for navigating change and responding strategically to crisis

Continued on next page >>

PROGRAM DATES

Ann Arbor, Michigan
June 12–17, 2011
Dec. 4–9, 2011

FEE // \$9,100

Program fee includes:

- Tuition
- Living accommodations
- Instructional materials
- All breakfasts, lunches, and coffee/snack breaks
- Selected dinners

CONTACT

Richard Olson
734-647-8134
rkolson@umich.edu

LINKS

www.execed.bus.umich.edu/positiveleadership

www.execed.bus.umich.edu/profile/register.aspx

POSITIVE LEADERSHIP

LEADERSHIP DEVELOPMENT

<< *Continued from previous page*

Who Should Attend?

- Senior leaders seeking to develop creative, committed, and constructive teams
- Management teams addressing organizational opportunities and challenges
- Past participants of “*Management of Managers*”

Program Focus

This program provides an exciting, introspective, and intense opportunity to reflect on yourself and your organization. The intent is to move leaders toward an exceptional culture in which employees regularly exceed expectations. Focus areas include:

The Positive Leadership Framework

- Introduction to the POS framework and the case for implementation
- Application of the framework to personal and organizational life

Enabling Spectacular Performance

- Tools and techniques to motivate employees
- Setting the stage for implementation to excel

Deep Change

- Understanding the power of emotions and managing them in the work environment
- Clarifying values and purpose
- Having the courage to navigate through change initiatives

High-Quality Connections and Energy Networks

- Understanding the necessity for high-quality connections
- Learning how to create the connections you need to influence the future
- Understanding and implementing the power of reciprocity

Reflective Best Self Instrument

- Gain feedback on your strengths and strength profile
- Create the personal picture of you at your best
- Increase the opportunity for utilization of the best self

Leading the Enterprise to Innovation in the New Economy

- Identifying opportunities for innovation
- Developing key individuals for creative and innovative growth
- Selecting POS tools for innovation execution
- Creating innovative organizations

Thriving at Work at the Individual and Organizational Levels

- Use of crisis situations as opportunities for resilience and learning
- Strategies to respond to difficult situations
- Evaluating the present to create an alternative future

Planning and Positioning for Excellence

- Planning for the implementation of POS tools and techniques
- Building on the past
- Implementing Everest Goals

What to Expect

This highly interactive program requires an intense commitment of time and energy. You will experience full days and evenings of personal work as you explore strategies to implement new tools and techniques. With plans in hand, you will be able to take your performance and that of your organization to the next highest level. In so doing, you will have gained a network of like-minded leaders embarking on the same positive journey.

Core Faculty

Co-Directors: **Kim Cameron**, William Russell Kelly Professor of Management and Organizations and **Robert Quinn**, Margaret Elliott Tracy Collegiate Professor in Business Administration and professor of management and organizations.

Faculty: **Wayne Baker**, Sparks Whirlpool Corporate Research Professor of Management and Organizations; **Jane Dutton**, Robert L. Kahn Distinguished University Professor of Business Administration and Psychology; **Gretchen Spreitzer**, professor and chair of management and organizations; and **Lynn Perry Wooten**, clinical associate professor of strategy and management and organizations.

