

Dr. John W. Hanes

- President, Effectiveness Dimensions
- Doctorate in leadership
- Personally trained over 24,000 leaders in 800 organizations
- Author of 11 psychological instruments and 7 training simulations



- Conducted over 1,500 Executive Candidate Assessments
- Former executive in Fortune 100 companies
- Former visiting Sr. Scientist at Battelle Memorial Institute and Center for Creative Leadership
- Acclaimed consultant to CEO's and world class athletes

PLAN A SEMINAR

(minimum 40 people)

Each participant in the Change Focused Leadership seminar will receive a copy of Dr. John W. Hanes book as part of the tuition.

Day Long Seminars run from 8:00 a.m. to 4:00 p.m.

Cost — 40 to 80 participants \$89.00 per person. Each additional participant over 80 is \$29.00 per person.

3 Hour Evening Seminars are customized to meet the special focus of your group.

Cost — 40 to 80 participants \$69.00 per person. Each additional participant over 80 is \$29.00 per person.



Contact us
www.changefocusedleadership.com
(909) 336-3675

Change Focused Leadership

Ten Proven Strategies For Success In Uncertain Times

A One Day Seminar Presented in Person By Dr. John W Hanes

International Authority on Leadership Effectiveness

Participants Will Learn

- The 7 habits of projecting confidence in uncertain times
- How to retain superior talent in down times
- The keys to leading star associates
- How to “manage” creative talent
- How to capitalize on competitors misfortune to upgrade your workforce
- The challenge driven team building system
- Using teams to accelerate change in a challenging economic environment
- The 12 habits of trustworthy leaders
- E-mail etiquette
- Tips for creating positive relationships with the boss and clients
- A system for shaping culture in a climate of fear

Change Focused Leadership Overview

Why do some organizations thrive in recessionary times and emerge even stronger while others wither and die? The answer, says John Hanes is that winning companies “lead for change” — they follow a proven formula for exercising dynamic leadership at every organizational level.

To get ahead in hard times, organizations need agile, innovative leaders who challenge the status quo in response to the new competitive realities. Change Focused Leadership is a proven ten step process to equip and inspire such leaders.

- 1 Be bold where others fear to tread
- 2 Secure exceptional talent
- 3 Gain traction through teamwork
- 4 Use trust as the glue that cements relationships
- 5 Change the playing field through culture
- 6 Grow your seed corn, don't eat it
- 7 Energize the workforce
- 8 Plan ahead or plan to fail
- 9 Create a power base
- 10 Avoid “one size fits all” performance management

Participants Will Learn

- The 8 elements of productive cultures
- The 8 types of dysfunctional cultures
- The 17 best leadership development experiences
- 20 ways to energize the workforce during a recession
- 8 morale killers in a challenging economy
- 11 errors in the planning process
- The 9 key bases of power and influence
- The performance driven leadership system
- A 9 step process for turning around a poorly performing organization in hard times
- 5 likely scenarios when taking over a new organization
- How to avoid the “burnout” that many change agents experience