

## 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

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### Day Long Seminars

Run from 8:30 a.m. to 4:30 p.m.

### 3 Hour Evening Seminars

Are customized to meet the special focus of your group.

### Cost

Call for current rates.

### Who Should Attend

Associates at any level who want to improve their ability to relate to others and increase their influence in the organization.



Contact us  
[www.changefocusedleadership.com](http://www.changefocusedleadership.com)  
(909) 336-3675

# Winning With Style



## The Art of Interpersonal Effectiveness In Business

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

International Authority on  
Leadership Effectiveness

## Participants Will Learn . . . .

- The 6 most common interpersonal styles
- How to maximize the effectiveness of their own interpersonal style
- The keys to social sensitivity
- How to attract and retain “generation X” associates
- Flexibility in adjusting style to meet the needs of others
- The importance of social presence at work
- Habits of highly networked individuals
- Tips for categorizing the interpersonal preferences of others
- Greater awareness of non verbal cues people are sending
- The importance of emotional control

## Winning With Style Overview

Of the most frequent causes of executive career derailment, half are attributable to interpersonal ineffectiveness. It may be obvious that people bring wide ranging, needs, values and styles into the workplace. Yet amazingly, the core of peoples behaviors tend to cluster around a relatively small number of “themes.

Without a framework to categorize these varied styles, leaders tend to operate purely on intuition. This is an inefficient, frustrating and unproductive way to interact with others. Winning With Style will help audiences:

- Learn their own core interpersonal preferences
- Understand the needs and motivations of others
- Develop winning “sales presentations
- Become more emotionally intelligent
- More effectively manage conflicts
- Create conditions that people find highly motivational
- Avoid generational warfare

## Participants Will Learn . . . .

- 5 methods of effectively handling conflicts
- How to attract and retain “millennial” associates
- Methods for establishing social comfort with others
- How to improve social sensitivity
- The keys to unlocking associate motivation
- “Sales” presentation techniques
- Methods for attracting and retaining “Baby Boomers”

## Participants Will Receive

Each participant receives the Interpersonal Preferences Profile (IPP) and The Interpersonal Effectiveness Profile (IEP) as part of the seminar. These instruments will heighten awareness of key interpersonal traits.