

In uncertain and challenging times, new ways of thinking are needed.

In the current environment, one can give up, continue the strategies of the past (many of which are unlikely to be successful in such different circumstances) or "think out of the box" and create new approaches that will have the organization thrive.

Frontier Associates' **Effective Leader Program** enables people to lead others in producing results that **exceed** past performance or expectations – even surpassing what may seem possible.

Frontier Associates' EFFECTIVE LEADER PROGRAM

Communications Workshop: March 3-4, 2009

Management Workshop: April 7-8, 2009

Leadership Workshop: May 13-14, 2009

The Effective Leader Program introduces new and unique ways of thinking about and implementing communication, leadership, management, teamwork, meetings, problem solving, and generating buy-in,

giving participants a reliable process for producing breakthrough results with others. More than 90% of graduates report the program was tremendously valuable, and recommend it to their colleagues.

"After participating in the Effective Leader Program I have a better understanding of how as a leader I can shape my organization and bring out the best energy and talent of my team. I've had 20 years of formal and work-related education and this is something that is not offered in other training courses. It is well worth the time."

-- Andy Leeka, CEO, Good Samaritan Hospital

The Effective Leader Program is for leaders, managers and team members who want to be more effective in producing results through and with others. Tuition* is \$800 for each of the three workshops, or \$1,995 for all three. The Communications Workshop is a pre-requisite for either of the other two workshops.

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Frontier Associates, Inc.

www.frontier-assoc.com

*Tuition subject to change.

Effective Leader Program Outline

- **Communications Workshop (2 Days)**

Fundamental Principles

- Power, Breakthroughs, Knowing & Coaching
- Communications: A Lever for Producing Results

Workshop Guidelines

Change vs. Transformation, Resistance to Change

Listening Powerfully

- Listening Through a Filter
- Creating Ideas: Listening for Possibility
- Managing Conversations for Possibility

Speaking Effectively

- A Model of Human Behavior
- Work as a Series of Conversations
- Background Conversations
 - Includes Responsibility, Accountability, Job Descriptions
- Being a Conversation Manager
- Foreground Conversations: Conversations for Accomplishment
 - Establishing Relationships and Goals
 - Creating Possibility
 - Analyzing Alternatives
 - Producing Action
 - Monitoring Promises: Existence Systems
- Resolving Obstacles
- Completing the Accomplishment

- **Management Workshop (2 Days)**

An Effective Definition of Management

Resolving Difficult Obstacles: Producing Breakthroughs

Being Present: Handling Distractions

Active Listening: Recreating Others

Leaving No Loose Ends: Being Complete

Building, Leading, and Managing Real Teams and High Performance Teams

Resolving Interpersonal Conflicts

Effective Meeting Management

- **Leadership Workshop (2 Days)**

A Powerful Definition of Leadership

Inspirational Long-Term Planning: Creating a Future from the Future

Creating Possibility In the Face of Opposition

Getting Buy-in: Enrolling Others

Creating Trust

Effective Coaching, Empowerment, and Feedback

A Major Motivator: Appreciation and Acknowledgment