

MANAGEMENT DEVELOPMENT FOR MIDDLE MANAGERS, SUPERVISORS & 'RISING STARS'



 **GovStrat**®

Always the first and best in everything we do®

THE PRE-EMINENT AND ONLY CARIBBEAN-BASED PROVIDER OF
ACCREDITED CORPORATE GOVERNANCE LEARNING INTERVENTIONS SINCE 2003.

GATHER, LEARN, GALVANISE AND GROW

COUNTRY	DATE	VENUE	COST (US\$)
Jamaica	Monday-Tuesday, February 20-21	Courtyard Marriott Kingston	1,250 plus GCT
Trinidad and Tobago	Thursday-Friday May 11-12	Radisson Trinidad	1,450.00

OBTAIN ONE COMPLIMENTARY PARTICIPANT FOR EVERY TWO PAID DELEGATES.

Register online at: www.govstratltd.com/upcoming-workshops/registration-details

Tel: (868) 791-9615 | (876) 324-0606 | (246) 250-2715

E-mails: govstratworkshops@cwjamaica.com | govstratltd@gmail.com

Websites: www.govstratltd.com | corporategovernanceadvisors.com

GOVSTRAT STATEMENT OF QUALITY ASSURANCE

WHAT SEPARATES OUR SERVICES FROM THAT OF OTHERS

Learners at each of our workshops will benefit from the knowledge and expertise of leading international, regional and local corporate secretarial expert practitioners, board governance facilitators and leading academicians. Our Learning Facilitators/Consultants have in-depth knowledge and working experiences (in excess 100 years cumulatively) across the Caribbean and on Four (4) Continents while having obtained specialised and world-class education and training. They bring local governance case studies, critical references and case laws to bear while comparing these with “best-in-class” global practices. At GovStrat, we do not apply “one size” governance model to fit all. We believe each Organisation and Leader (in the public or private sector) is unique and requires specialised attention whether through our public/advertised or bespoke learning and consulting interventions. GovStrat has the experience of training nearly 8,000 Directors, Senior Managers and Government Ministers in more than twenty countries.

PRIMARY LEARNING GOAL:

To develop and enable a new generation of corporate managers and aspirants who will effectively deploy cognitive ability and emotional competence in resolving personal conflicts, group challenges and organizational problems. Therefore, the core philosophy of this learning intervention is to significantly improve the critical “**soft**” skills of employees through one or a series of learning interventions.

KEY LEARNING OUTCOMES:

On completion, learners will have a comprehensive grasp of and be able to solve people and business process-related challenges through new knowledge and skills about:

- team development processes and different roles of a team leader;
- creating and motivating highly effective teams and individuals at any level of the organization;
- forging stronger synergy among co-workers across the organization;
- appreciating and explaining why different employees will be more suited for different roles within the organization;
- negotiating consensus and compromise by applying critical techniques in order to get on with the business of the organization;
- the rationale and merits of aligning with organizational change processes and transitions;
- self-management, self-development, self-confidence;
- managing anger, ego, crises, conflicts and myth;
- Time management.

HIGHLIGHTS OF CORE CONTENT:

- Transitioning from technical and administrative professionals to managing and leading
- Team development processes, team roles and team leading
- Cognitive ability and emotional competence in individual and team performance

- Emotional, social and cultural intelligence: self-management and development; self-awareness, balance, emotional literacy, empathy and compassion, responsibility,
 - Managing crises, conflicts, myths, ego and time
 - Empowering others
 - Delegation vs Micro-management
 - Coping with organizational change and transitions
 - Individual ethics, integrity and trust
 - Business persuasion (negotiation)
 - Business Communication

Instruments, techniques and team exercises (case studies) may include: Belbin's Self-Perception Inventory; Choose a Colour; Team Development Scale; Johari Window; Appreciative Inquiry on Team Effectiveness; Team Primer: Types of Teams; 360 degrees performance assessment scale; emotional and cultural intelligence psychometric assessments and many others.

Note: Customized sessions for middle managers and 'rising stars' are being offered. We train a minimum of 10 and a maximum of 30 learners in any given session in this model. The client provides venue, equipment, refreshments and lunches, pens and writing pads – based on the specification of the facilitators. Call and let us discuss content and costs commensurate with your needs.

OUR FACILITATORS



PROFESSOR TJAI NIELSEN

Prof. Tjai Nielsen concentrates on conducting impactful research on topics ranging from leadership and work team effectiveness to predictors of international investment, delivering transformational learning experiences to students, and partnering with clients to improve their effectiveness. He is currently Associate Professor of Management at High Point University (HPU), Director of the HPU MBA Program, and an international faculty member at Copenhagen Business School. Prior to joining HPU in 2012, he was Director of Executive Education, Dean's Research Scholar and Professor of Management at The George Washington University School of Business. Dr. Nielsen has won multiple teaching awards for his work leading classes at the undergraduate, graduate, and doctoral levels. Prior to his academic career, Prof. Nielsen worked as a management consultant for RHR International, a premier executive consulting firm founded in 1945. In this role he partnered with organizations to assist them with executive selection and development, succession planning, strategic alignment, and team development. Prof. Nielsen has worked with a variety of organizations within the financial services, consumer products, retail, pharmaceutical, and utility industries across more than 20 countries in North America, Europe, the Caribbean, and the Middle East. He continues to consult and provide executive education services to several client organizations.

Recently, Prof. Nielsen was invited to join a United Nations Expert Group on Diasporas and Development and received a Best Reviewer Award from the Academy of Management. The

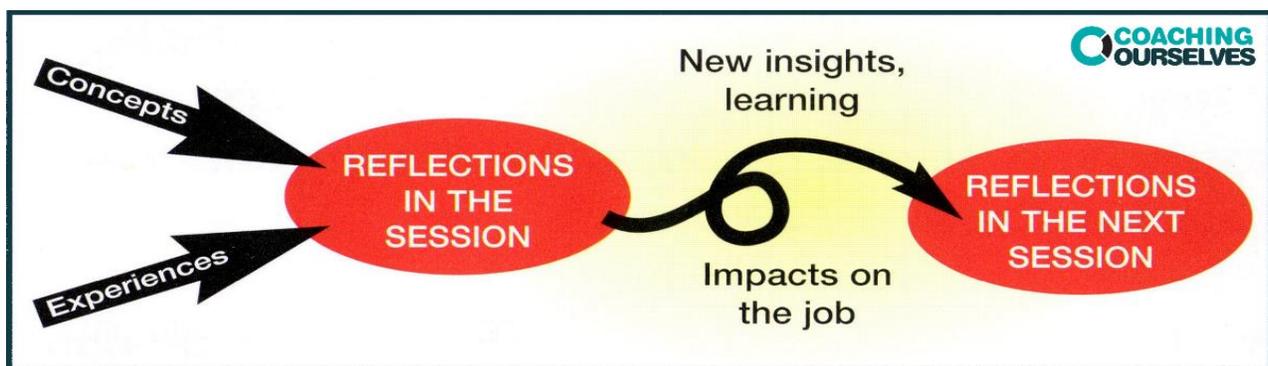
majority of his research concentrates on the motivational and behavioural contingencies that impact leadership, team performance, and the dynamics of international investment patterns. Prof. Nielsen also integrates a significant background in consulting with his academic work. Prof. Nielsen earned his doctorate in Industrial and Applied Psychology from the University of Tennessee (Knoxville), his master's degree in Education from Western Carolina University, and he holds an undergraduate degree in Psychology from Virginia Tech. He is a member of the Academy of Management and the Society for Industrial and Organizational Psychology, among others.

PHIL LENIR



Phil LeNir is co-founder and managing partner of CoachingOurselves, a peer-group coaching approach he developed with world renowned professor Henry Mintzberg. Over 20,000 managers around the world now use a CoachingOurselves based program to develop leadership capacity and improve their practice of management. He has worked with hundreds of organizations around the world designing and delivering leadership development programs. He is an accomplished presenter and delivers public workshops and presentations at conferences around globe. Phil has also authored numerous articles on leadership development and wrote a book on social and informal learning for management development which has become popular in Japan.

Prior to *CoachingOurselves*, Phil held senior leadership positions in software firms specializing in speech recognition systems. Phil holds a patent on Speech Recognition and Speaker Verification using distributed speech processing and was responsible for developing speech recognition systems used by millions of people each year. Phil has a Masters in International Management and Bachelors in Electrical Engineering from McGill University in Montreal, Canada.



Earn 14
CPD Units

REGISTRATION DETAILS

MANAGEMENT DEVELOPMENT FOR MIDDLE MANAGERS AND 'RISING STARS'

Monday-Tuesday February 20-21, 2017, Courtyard Marriott Kingston
Thursday-Friday, May 11-12, 2017, Radisson Trinidad Hotel

Fee Structure and Policy

- A. A Group of four or more learners from the same company will obtain a 10% discount.
- B. All payments must be made at least 10 working days before the event.
- C. Registration closes 10 working days before the commencement of the event.
- D. No refund for cancellation within 10 working days of the event. Substitution of persons is allowed providing that notice is given within 48 hours of the event.
- E. Fees include lunches and refreshment breaks, course package; a *Certificate of Participation* and participants will obtain 14 CPD Units where required. In addition, fees include voluntary emotional intelligence testing of participants.
- F. The hosts and organisers reserve the right to cancel the event without prior notice. In this case, full refund will be made to registered and fully paid-up individuals.
- G. We accept corporate and manager's cheques and bank-to-bank transfers.
- H. Self-financing private individuals are required to pay with cash, bankers' draft or produce personal cheques 10 working days before the event.

APPLICATION SECTION

Company Name _____ Contact Person _____

Fax _____ E-mail _____

Please to register the following persons by filling out the columns. Write E-mail address above these columns.
You may make additional copies as the needs dictate.

Representative's Name	E-mail:	Position
Representative's name	E-mail:	Position
Representative's name	E-mail:	Position
Representative's name	E-mail:	Position