

Give Yourself & Your Staff a *WorkTreat**!

Get out of the office & hear from 3 much sought-after speakers about creating great places to work on

16 April 2010

*What's a
WorkTreat?
Read on to find out!

Especially relevant for Division 1 Officers & Above

#1

Exploring the Personal-Relational-Organisational

A WorkTreat:

Workshop code: EPR10

Facilitated by Mr Richard W Smith

In our commitment to creating great places to work, we constantly encounter *change, challenge, complexity, chaos* and *confusion*. All of these occur simultaneously at three levels – the Personal, the Relational, and the Organisational. These three interact together in ways that determine the type of workplace that we create.

This '*WorkTreat*' (*a combination of 'workshop' and 'retreat' formats) will enable participants to explore and deepen their understanding of each of the three levels and discern what can be done to develop each level more fully.

Topics

- **Personal**
 - Consciousness: being aware of who I am
 - Character: who I choose to become
 - Conduct: what I choose to do
- **Relational**
 - 3 types of relationships: Intrapersonal, Interpersonal and Interdependent
 - Trust: a key ingredient in healthy relationships
- **Organisational**
 - The *Third Way*: Transformational Change
 - An Organic Development Model for organisational change

About the Facilitator

Mr Richard W Smith is a depth-educator and a member of the Greenleaf Centre for Servant-Leadership (Asia) community located in Singapore. For 40 years, he has been helping individuals, relationships and organisations 'find their voice' and 'live their story'. During this time, he has guided more than 900 learning sessions and spent more than 45,000 hours working with people. In 1975, he was introduced to Robert K. Greenleaf's concepts of the Servant as Leader and he has been living by these concepts ever since.

Workshop Fee

\$294.25 (inclusive of 7% GST)
Fee includes tea breaks and lunch

Duration / Time

1 Day, 9.00am – 5.00pm



Building a Healthy, Learning and Growing Culture for Successful Organisations

Workshop code: BHL10

Facilitated by Dr Jim Laub

How can our workplace be positive and meaningful where each person can contribute his best and develop to his full potential? The Organizational Leadership Assessment (OLA), developed by Dr Jim Laub, enables leaders to assess the culture within their organisations.

Participants will discover three aspects of organisation culture: **healthy** organisations where individual and group capacity to perform are nurtured; **learning** organisations which encourage dynamic development in individuals and promote life-long learning culture and **growing organisations** which produces a results-oriented culture.

This workshop provides participants with the opportunity to use the OLA to measure the existing culture of their organisations and map out a plan for their organisations. They will also explore various leadership styles which will contribute towards the development of a healthy, learning and growing culture in their organisations.

Topics

- OLA Concepts
 - Six Key Areas of Organizational Health: Display Authenticity, Value People, Develop People, Build Community, Provide Leadership, Share Leadership
 - Six Levels of Organizational Health in terms of the Leadership, the Workers, the Team, the Culture and the Outlook of Organisation

- OLA360
 - Assessment of employees' performance
 - Measurement of leadership effectiveness

- Individual Learning Plan
 - Practical applications of OLA Concepts

About the Facilitator

Dr Jim Laub is the Dean of the MacArthur School of Leadership at Palm Beach Atlantic University and the professor of Leadership Studies. Jim is also the President of the OLA group and creator of the Organizational Leadership Assessment (OLA) and the OLA360. OLA measures organisational health from a servant leadership perspective while the OLA360 is used for assessing employee and leadership performance. Jim also developed the Youth Leadership Development programme designed to train students in effective leadership awareness and skills.

Workshop Fee

\$288.90 (inclusive of 7% GST)
Fee includes tea breaks and lunch

Duration / Time

1 Day, 9.00am – 5.00pm



Orchestrating Attitude and Sticking to It

Workshop Code: OAS10

Facilitated by Dr Lee J. Colan

The challenges for today's leaders are always changing but the strategy for success remains the same – Attitude and Adherence.

We often hear phrases such as "look on the bright side" or "you need a winning attitude". How do we convert these sayings into effective results for ourselves and our organisations? How do we help ourselves and our teams develop the resilience and determination to 'stick to' our organisation's plans to achieve effective results?

In this one-day workshop, Dr Lee J. Colan will share practical ideas and provide simple steps to enable participants to orchestrate their own attitude and apply adherence to achieve personal and organisational success.

Participants who attend this workshop will also receive two books written by Dr Lee J. Colan - "Orchestrating Attitude" and "Sticking to It: The Art of Adherence".

Topics

- Aspects of Attitudes
- Orchestrating Your Thoughts, Words and Actions
- Adherence Equation
- Components of Adherence: Focus, Competence, Passion

About the Facilitator

Dr Lee J. Colan has a Master and a Doctoral degree in Industrial/Organisational Psychology from George Washington University after graduating from Florida State University. He is currently the President of The L Group Inc., a Dallas, Texas-based consulting firm. He is a high-energy executive advisor, author and leadership expert. He has built a track record of successfully managing the challenges of rapid organisational change. Dr Lee possesses an in-depth understanding of business, people and organisations. In addition to 22 years of hands-on industry and consulting experience, Dr Lee has authored seven books, including two best sellers. His practical advice has appeared in online and print publications including the *Financial Times*, *Networld*, *Healthweek*, *Wholesale Drug Magazine*, *Dallas Morning News* and *Stores*.

Workshop Fee

\$363.80 (inclusive of 7% GST)
Fee includes tea breaks and lunch

Duration / Time

1 Day, 9.00am – 5.00pm
