



**A Three-Day Intensive and Comprehensive Workshop
Transforming Technically Competent Managers
Into Excellent Team Leaders**

with Roger Konopasek,
*International Speaker, Trainer, Author and
Transformational Leadership Catalyst*

26-28 Sep 2007, Furama Riverfront Singapore

With laser-like focus, Roger's highly interactive and challenging style will help you to know who you are and how you can transform to become a true leader.

Who Should Attend

If you are a Manager or future manager with a technology, engineering or technical based education and working in a technology, engineering, research organisation, then THIS WORKSHOP IS FOR YOU.

This workshop will allow these managers to build effective and powerful interpersonal leadership skills. Participants will learn how predictable human behaviour is, allowing them to become holistic leaders who create total team buy-in for their goals, as well as a fast moving, open team culture that achieves extraordinary results.

Testimonials

Our most recent group of workshop participants (from organisations such as Rating Agency Malaysia, Bank Negara, Citibank, Astro and etc) had this to say about Roger:

- "Roger is extremely proficient and has enough techniques up his sleeves to manage any kind of questions. Though this is a difficult area to teach he is able to narrow down the technical aspects of what needs to be done in a 'fun' way that you forget that you are there for training."
- "Very powerful, humorous and confident, clear in communication."
- "Very engaging - brilliant facilitator."
- "Excellent. Able to hold the audience's attention span."
- "Roger's comments and critique are incisive and extremely helpful. Maybe unconventional, but a joy all the same."

- “Getting honest and frank feedback from Roger will certainly enhance my learning process as I really want to find out what I’m lacking at.”
- “Love his humour, very approachable and real. Able to say/ make criticism without making the person uncomfortable. Very engaging.”
- “Excellent.”

To maximise learning and participation at the workshop, the class will be limited in size. Register by 15 Aug and save S\$200!

The Challenge

Managers are often promoted from the ranks based on their skills. By doing so the company oftentimes loses an excellent individual contributor to gain a mediocre manager who lacks the ability, maturity and skills to effectively lead his/her people.

The Solution

Transform and mature your managers to become excellent team leaders through a 3-day full immersion programme. This hands-on transformational programme operates in 3 steps:

Step I. Self Awareness -What Kind Of Leader Am I?

The first step to becoming an excellent leader is to establish a high degree of self-awareness: what kind of person am I now, how does the world perceive me, what are my personal strengths and weaknesses as a leader?

Participants will establish a complete self-assessment profile that will help them in recognising their strengths and owning the gaps they have to close in order to become excellent leaders.

Step II. Predictability Of Human Behaviour - The Keys To Leading A Team

The next step in maturing to become a compelling leader is to have thorough insight into the predictability of human behaviour. Human beings operate based on specific beliefs and emotionally based patterns, participants will learn how to observe, analyse and work with the different psychological patterns of their team members to achieve excellent loyalty, buy-in and business results.

Step III. Planning Leadership Success - The Leadership Action Plans

To cement the long-term success of the session, each participant will design his/her personal Leadership Action Plan. These Leadership Action Plans contain specific step-by-step actions the individual plans to take to close their personal leadership gaps as well as to create a cutting edge team that goes the extra mile.

Key Learning Benefits

Participants will learn how to:

- *Create a team of fully self-motivated performers who have surpassed mental blocks/fears to unleash their full potential*

- *Create a deep and meaningful bond and esprit de corps within the team, forging them into a loyal cutting edge elite performance unit*
- *Inspire team members to take full ownership of their targets*
- *Groom a team of polished, mature individuals who are ready to be promoted in their own right and accelerate the company's growth*
- *Inspire a powerful team culture that will attract the best and brightest to join the team*
- *Empower the team to move from being re-active to being dynamic, passionate, taking on challenges with their whole heart*
- *Become excellent coaches help team members transcend their mental/emotional barriers*
- *Understand the psychological framework of effective transformation*
- *Effectively deal with team members who resist change and try to derail the transformation process*
- *Uncover the team's gaps between what they truly want from life and how they are currently performing*
- *Create their own personal leadership style and leadership personality*
- *Become emotionally mature individuals who lead their teams by example*
- *Become pro-active solution seekers who work with top management on cutting edge solutions instead of being a mere execution arm of top management decisions*
- *Ignite passion and buy-in within their teams to achieve excellent results*
- *Create respect and trust fast when taking over a new team*
- *Align existing teams with the company's vision to achieve new goals*
- *Install an open, fast moving communications culture in their teams that minimises politics and increases productivity*
- *Delegate to their team with maximum efficiency*
- *Mature their team members to become excellent future leaders in their own right*

<h2>Session Outline</h2>

Day One - 26 Sep 2007

Creating Leadership Awareness - The Personal Leadership Journey

Leading By Goals

Setting clear goals

Creating total buy-in for your goals

Removing doubts and turning team fears into opportunities

Creating a Winning team culture

Fostering talent, encouraging the undecided to participate and neutralising potential politicians

Coaching your team for success

The basics of long-term transformation

Taking over a new team

Creating Powerful Personal Leadership Paradigms

Creating Leadership Awareness - The Personal Leadership Journey

- *The Psychological Leadership Basics*
- *Paradigms - the keys to understanding human behaviour: Develop your freedom to lead*
- *Getting to know your own paradigm framework*
- *Aligning personal & business goals with personal paradigm framework*
- *Personal strengths and weaknesses*
- *The Human Needs Structure - How To Give People What They Truly Desire*
- *Shifting Paradigms → Creating Powerful New Paradigms*

Leadership Values & Character

A strong set of values are the foundation for great team success. It is imperative for an aspiring leader to choose the correct values for his/her mission and align the whole team to live by these success values.

- *Choosing winning values*
- *Walk your talk - making actions speak louder than words*
- *Aligning the team to live the values*

Communication & Influencing Skills

Leadership Communication - Leadership Language

Leaders use language in a very specific way to elicit specific, predictable responses in their audiences. Participants will learn:

- *Intention based communication*

- *The semantics of success - structuring messages for total clarity*
- *Leadership vocabulary - cleansing the thought process of conditional words that lead to no/ambiguous results*
- *The emotional value of words - understanding the true emotional value of words and how to use them*
- *Creating complete communications loops - from total clarity on the actions desired from the team member to the final de-brief after the action has been completed*
- *Words/tonality/body language - becoming compelling communicators using the correct combination of these 3*

Day Two - 27 Sep 2007

Creating A Winning Team From Day 1

The main challenge every freshly promoted manager faces is: how will I get my former team members to respect me, follow me and buy into my vision/mission for the team.

Participants will learn a hands-on step-by-step method to achieve this transition from team member to team leader.

1. *Creating a clear personal vision/mission*
2. *Aligning the team members with the company vision/mission and their personal vision/mission*
3. *Setting clear rules and expectations*
4. *Install clear feed-back loops*
5. *Handling troublemakers and 'politicians'*
6. *Emotionalising the team to give their best*

Empowering Followers → From Employees to Evangelists

A leader has no "staff", he has followers (evangelists). Participants will learn the crucial difference between these two paradigms of interacting with one's team.

The 5 keys to creating evangelists

- *Spiritual*
- *Mental*
- *Emotional*
- *Physical*
- *Financial*

Also:

- *The Rewards Scale*
- *The Mutual Reward Theory*
- *Types of rewards*
- *Celebrating the rewards*

The 5 keys to empowering & delegating

- *Setting clear targets*
- *Setting clear expectations*
- *Giving background explanations*
- *Creating a clear delivery agreement*
- *Closing the loop - the final de-brief*

Making Better Decisions More Decisively

Making decisions is part and parcel of what it means to be a leader. Participants will learn how to analyse their decision making process and overcome the initial fears many young leaders face when taking over the reins in a team.

- *Use the D-E-C-I-S-I-O-N-S formula to create good decisions*
- *Overcoming indecision*
- *Getting the correct input from the correct people*
- *Filtering useful information*
- *Creating buy-in for your decision*
- *Reversing bad decisions*
- *Decision making as a group process*

Day Three - 28 Sep 2007

Transforming Teams For The Long Term

Case Studies → Turning Your Team Into A Motivation Powerhouse

Participants will learn from leading edge case studies such as Apple, Southwest Airlines, Semcorp, etc, how to build totally bought-in motivated teams that go the extra mile. Participants will use these ideas on Day Three to create their own Leadership Action Plans.

Predictability Of Human Behaviour

Using all the information from the 2 prior days, participants will learn to observe communication patterns and predict human reactions with high accuracy based on specific psychological principles.

This also allows them to consciously behave and communicate in a way that elicits specific desired reactions from their communication partners. Mastering this art is the key to becoming a powerful and influential leader in the future.

Managing Expectations → Getting Total Staff Buy In For The Company's' Vision & Goals

The key to the long-term success of any transformational leadership scenario is to manage the expectations of all parties involved in the process from the start.

Participants will learn a set of strategies that will allow them to create total staff buy in at each and every step:

- *Setting clear goals → the 5 rules to a clear Action Plan*
- *Measuring milestones and coaching the team to take every hurdle when implementing/living the values*
- *De-briefing blocks and coaching team members to overcome these*
- *Celebrating wins*
- *Creating a learning culture that accepts mistakes and engenders new solutions*

The 4 Steps To Coach The Team Into Long-Term Transformation

- I. Performance Planning: Setting Expectations*
- II. Team Decision Making*
- III. Leading By Designing Specific Goals*
- VI. Follow-Up: Successful One-On-One Coaching & Delegation*

Transforming A Team → The Statistics and The Follow Up Strategies

Implementing a long-term paradigm shift in a team is a carefully calibrated exercise that will take between 4-6 months. Participants will learn about the team dynamics when implementing Action Plans.

Participants will learn how to handle these 3 major types of team members:

- 1) Pioneers (positive change drivers)*
- 2) Fence Riders (the initial majority of doubters who have to be won over to take action)*
- 3) "Nay" Sayers (a statistical minority that is does not like change and will try to derail any threat to the current status quo)*

Knowing how to handle these different types of people will be crucial. Especially how to neutralise the "Nay" Sayers and ignite the Fence Riders to take action. Participants will learn how to minimise the impact of the "Nay" Sayers and move the Fence Riders into positive action.

The Good Reason vs The Real Reason → De-Briefing Strategies

The ability to decipher the real reasons for human behaviours is key to becoming a transformational leader and mature influencer. People normally give a plethora of reasonable sounding reasons for their behaviour and results. As the name implies: these are the 'good' reasons that hide the *real* reason for behaviours. These are hardly ever mentioned for fear of losing face/losing respect/etc. However, if they are left unmentioned and cannot be resolved they block the individual from making new, better choices.

The Leadership Action Plans

The workshop ends with each participant designing his/her personal Leadership Action Plan mapping out specific actions each of them will take to achieve their personal leadership goals.

Final Q&A

End of Session

Your Workshop Leader - Roger Konopasek

Speaker - Author - Corporate Strategist - Transformational Leadership Catalyst

Broke at 29 and owner of a multi-million dollar company at age 31, is the shortest way to describe Roger Konopasek. Born to Austrian parents in Colombia he was raised across South America and Asia. A chance encounter led to an offer to go to Singapore, where Roger established his own timber veneer trading company, growing it from a one-telephone operation to a multi million dollar company in 18 months.

A well timed exit from the market allowed Roger to pursue his personal interests: to write and to help companies achieve outstanding sales results. Roger's unique ability to create breakthrough, edgy and market-shaping strategies has made him into a trusted and sought after speaker and corporate strategic advisor with key corporations throughout the Asia Pacific region.

His street smart, interactive and highly entertaining speaking style have propelled him to become one of the fastest rising public speakers in the Asia Pacific. Roger's ability to make people laugh while making them think creates a magnetizing atmosphere that allows the audience to shift their old paradigms and start working with powerful new principles that deliver.

His international upbringing and long working experience in the ASEAN region allow him to engage audiences of great cultural variety with ease and charm, building lasting bridges and connections within his audiences.

Roger is regularly invited to speak on pan ASEAN radio shows covering the following core topics:

- **Corporate Alignment** → Focusing an organization to achieve its visions
- **Leadership Alignment & Mediation** → Aligning leadership teams to achieve outstanding efficiency

- **Creating Edgy Marketing Strategies** → Brainstorming and installing brand new breakthrough marketing strategies
- **Installing 3-Dimensional Sales Strategies** → These powerful strategies are based on the principles of emotional selling and allow your sales teams to create sales experiences that trigger your clients natural purchasing behaviour

He is also the author of funny, irreverent and idea-sparking books - RogerMagnet's Sales Adventures and RogerMagnet's Success Adventures

Selected Client List:

Dell Computer	Estee Lauder Cosmetics	3M
Sachs	Rothschild Asset Management	BAT
Logica	American International Assurance	Maybank
Atotech	Asia Global Crossing	APRO
Abacus	Fuji Xerox	Celanese
ABN AMRO	Caterpillar	Maxis
Translink	Parkway Group Healthcare	SITA
Wacker Chemie	Overseas Union Bank	OSIM
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REGISTRATION FORM

For enquiries/ registration, please contact:

Partners Conference & Event Management Pte Ltd (Reg. No. 200210370R)

Tel: (65) 6288 1273

Fax: (65) 6288 1293

Email: enquiries@partners-conference.com

Website: www.partners-conference.com

Registration Fees (for per person)

	EARLY BIRD FEES If register and pay by 15 Aug 2007	REGULAR FEES If register and pay after 15 Aug 2007
1 person	S\$1,995 nett	S\$2,195 nett
Group booking for 2 persons	S\$1,895 nett	S\$2,095 nett
Group booking for 3 persons	S\$1,795 nett	S\$1,995 nett
Group booking of 5 persons and above	S\$1,595 nett	S\$1,795 nett

Yes, please register me / us

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3. _____	_____	_____

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