

realize the best

**Autumn  
2010  
Medford**



in your people

*An organization's success depends on the ability of its leaders to manage themselves and influence their team to achieve exceptional levels of performance.*

# LEADERSHIP DEVELOPMENT FORUM

*Centerpoint presents a three month program for supervisors and managers to develop awareness and skills to lead with uncommon integrity, focus and effectiveness.*

Workshops: September 22 & 29; October 20; November 3; December 8    Assessments: Starting September    Individual Coaching: 4 hours (through March 2011)

## Content

Participants will learn fundamental leadership concepts and skills, increase awareness of their current leadership style, establish goals for the duration of the Forum, and receive on-going support as they apply new approaches in their organization.

The Forum addresses the 4 Areas of Leadership with these specific tools and more:

### Self Management

Self Assessments  
Goal Setting  
Time & Priority Management  
Personal Power Grid

### Leadership Strategy

Leadership Theory  
Situational Leadership  
Hallway Chalk-Talks  
Mission, Values & Strategies

### Relationships

Effective Listening & Feedback  
Conflict Resolution  
Managing Change  
Team Development

### Performance Management

Performance Management Cycle  
Coaching and "The Coaching Curve"  
Confronting "Off-Target" Performance  
Supporting and Consequences

Each participant will customize their experience through personal goals, individual Coaching sessions, application of new skills in the workplace, and use of additional resources.

## Format

The Forum is designed to provide a challenging yet supportive development experience. The Forum is very much "hands on" and practical. The extended duration provides continuity, supports "experimentation" in the workplace, and solidifies progress.

**Format:** Three-month program with up to 16 current leaders in a closed group.

**Assessment:** Myers Briggs Type Indicator (MBTI); Conflict Mode Instrument (TKI); and 360° Feedback (up to 25 individuals provide feedback on over 50 dimensions of participant's leadership).

**Workshops:** Five high-participation sessions focusing on key leadership concepts, practical tools, and case studies. September 22 & 29; October 20; and November 3 (all 8:30am-1pm); December 8 (9am-Noon). Complementary gourmet coffee, tea, juices & fresh-baked goods.

**Coaching:** Four hours individual Coaching with Guy Perrin (meetings at Centerpoint, and/or by email or telephone).

**Resources:** Library of leadership books and CDs, and practical workbook.

**Credit:** *SOU School of Business* credits available (2 units). Ask for details. All participants receive framed certificate upon completion.

## Who Should Attend

The Forum is for supervisors, managers and directors from Rogue Valley organizations. Both experienced leaders and those new to their role will benefit from the Forum. Participants must be in a leadership position and have the support of their organization to develop "best practice" skills.

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## LEADERSHIP DEVELOPMENT FORUM — Continued

### About Centerpoint

Centerpoint is dedicated to increasing the effectiveness of leaders and their organizations in the Rogue Valley. We hold to our values of integrity, professionalism, client relationships, continuous improvement, and community service.

We provide solutions regarding leadership development and coaching, executive and hard-to-fill recruitment, talent management, organization development, facilitation, training, outplacement, employee assistance programs, and critical incident stress management.

With local offices and consultants, we build in-depth relationships with our clients, including; Rogue Federal Credit Union, Harry & David, Southern Oregon University, Goodwill, Headstart, Ashland Community Hospital, ECSO, Jackson County, City of Central Point, City of Grants Pass, CDS Publications, Fire Mountain Gems, Oregon Shakespeare Festival, MetOne Instruments, and US Cellular.

Our alliances ensure our clients receive seamless services throughout the Northwest, and around the country. For more information, visit our website at [www.centerpointonline.com](http://www.centerpointonline.com).

### Forum Facilitator

#### Guy Perrin



*Guy is President of Centerpoint and has over 20 years experience in management consulting, leadership coaching, facilitation, and human resources management. He is also a Licensed Professional Counselor and Certified Employee Assistance Professional.*

*In Vancouver, BC, Guy was a Senior Consultant for KPMG Consulting where he developed their executive and professional coaching practice. Also in Vancouver, Guy was Labor Relations Manager for two daily newspapers, and Industrial Relations Supervisor in a manufacturing company.*

*Guy has a Masters Degree in Counseling Psychology from Antioch Graduate School, a Commerce Degree in Organizational Behavior from the University of British Columbia, and a Certificate in Dispute Resolution from the Justice Institute of BC. He volunteers as Team Leader for the Southern Oregon Critical Incident Response Team. Guy is a member of International Coach Federation and Employee Assistance Professionals Association.*

### Fees & Registration

\$1650.00 per participant. 10% discount for Centerpoint EAP client organizations. Limited Spaces available.

Cancellation policy: 25% charge prior to 1st Workshop.

Contact Centerpoint for full registration information: ☎ **Phone** (541) 245-0789 ✉ **E-mail** [info@centerpointonline.com](mailto:info@centerpointonline.com)

Or complete and return the following:

Yes! Contact me to register for the Leadership Development Forum

Name		Organization & Dep't	
Phone	Cell	Email	

☎ **Fax** (866) 454-9789

✉ **Mail** 801 O'Hare Pkwy. #101, Medford, OR 97504



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