

**Grants Pass
Winter 2009
Hosted by:**



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: January 23; February 6 & 20; March 20 Assessments: Starting January 5 Individual Coaching: 4 hours (through June)

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 18 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: Four high-participation sessions in Grants Pass, focusing on key leadership concepts, practical tools, and case studies. January 23; February 6 & 20 (9am-4:30pm); March 20 (9:00am-Noon). Complementary gourmet coffee, tea, juices & fresh-baked goods.

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

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

Certificate: Participants will receive a framed certificate upon completion.

Who Should Attend

The Forum is for supervisors, managers and directors from Grants Pass 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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realize the best



in your people



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LEADERSHIP DEVELOPMENT FORUM — Continued

About Centerpoint

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

Centerpoint consultants have extensive experience in organizational development & training, facilitation, team-building, professional coaching, employee assistance, mediation, career consulting & outplacement, and critical incident stress management.

Our clients include Rogue Federal Credit Union, City of Grants Pass, Jackson County, Harry and David, Southern Oregon University, Sabroso, National Forest Service, Rogue Community College, Mercy Flights, City of Central Point, 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.

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 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.

Guy is a member of International Coach Federation and Employee Assistance Professionals Association.

Fees & Registration

\$1650.00 per participant. 10% discount for EAP client organizations. Limited Spaces. Cancellation policy: 25% charge prior to 1st Workshop.

Contact Centerpoint for full registration information: ☎Phone (541) 245-0789 ✉E-mail 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 (541) 857-9883

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

