

Leadership Development for HR

Strengthening the HR Bench

Are You Ready to Take Your Organization to the Next Level? Kickoff July 13-15 at the Boardwalk Hotel, Orlando Disney Property near Epcot

A 4-Month High-Impact Leadership and Management Development Blended-Learning Program Exclusively for:



Any senior HR professional wanting to take their game to a higher level and become a better change agent and HR strategist for their organization

"This isn't an event; it's an exclusive state-of-the-art HR leadership development and succession plan fulfillment system that is highly effective. Using the five steps in Lean principles, participants will identify their value, map their value stream, create flow, establish pull and seek perfection."

Sponsored by



Today's highly competitive business environment demands that individuals and organizations perform at higher levels, with a focus on results and with greater speed than ever before. This includes those serving in strategic HR roles.

Leadership Development for HR is a 4-month program exclusively offered to senior HR professionals and managers that blends the power of one-on-one professional coaching with the networking power of group coaching and a master-mind group of diverse HR colleagues.

The HR Certification Institute has pre-approved this event for recertification credit. *"The use of the HRCI seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."*



HR is under pressure to perform, to be a business partner, to be an influencer, to be a leader of change. As stated in the McKinsey white paper Centered Leaders Achieve Extraordinary Results:

Centered leadership is a journey, not a destination, and it starts with a highly personal decision. As one executive stated, "Our senior team is always talking about changing the organization, changing the mind-sets and behavior of everyone. Now I see that transformation is not about that. It starts with me and my willingness and ability to transform myself. Only then will I have an impact on others."

The focus of this program

- Build leadership skills and confidence needed to translate strategy into effective action on the HR front line
- Enhance the ability to lead while balancing short and long-term strategic perspectives
- Charter and initiate a project that results in significant ROI to your organization

Leadership Development for HR is a very robust program **exclusively for HR managers and those being groomed for higher level responsibilities in HR**. This program includes the same components provided in executive leadership development programs delivered across the country within Fortune 500 corporations with a focus on the HR Strategic Leader role. This program has been carefully designed to deliver for personal growth and help you achieve organizational goals.

Personal and Organizational Impact

- ▶ Greater Presence
- ▶ Greater Resilience
- ▶ Greater Belonging

Strategic Targets

- ❑ **Connect to meaning** through signature strengths and purpose
- ❑ **Manage energy** more efficiently – how and when to adapt to get the results you want
- ❑ **Positive framing** through self-awareness, learned optimism and critical thinking skills
- ❑ **Connecting** through network design, sponsorship, reciprocity, inclusiveness
- ❑ **Engaging** through finding your voice, taking ownership, courage and risk taking and adaptability

What Personal Qualities are Targeted

- Critical Thinking Skills
- Change Management Skills
- Self Awareness
- Emotional Intelligence
- Influencing Others
- Personal Accountability
- Self Management
- Goal Achievement
- Interpersonal Skills



Benefits

1. Ability to engage tangible high-level leadership skills
2. Effectively deal with different executives' personalities to ensure collaboration and goal achievement
3. How to position HR as a true business partner
4. Achieve role and organizational goals more consistently and with less misfires
5. Learn a personalized system for focusing on the right things
6. Significantly enhanced self-awareness
7. Apply a coach-approach as manager and internal consultant - know and practice the 5-step Coaching Conversation Model to use with subordinates or internal clients - to get better results
8. Identify and eliminate gaps in personal soft skill competencies that can impact performance
9. Learn and implement a proven 8-step organizational change management process
10. Readiness for greater responsibilities

What is Lean HR, why use lean principles as a foundation for HR leadership development?

The five steps involved with *lean principles*:

1. Identify value
2. Map an HR value stream
3. Create flow
4. Establish pull
5. Seek perfection



Why measure against lean principles?

- A way to understand "value" from the viewpoint of the customer and eliminate activities that don't add value
- A methodology to create a continuous flow of value-adding activities, pulled by the customer
- A set of tools to continuously improve this flow

Who Should Attend

- ☐ HR Professionals with a minimum of 5+ years of HR experience on a fast track for greater responsibilities
- ☐ Sr HR Managers working in a fast-paced, changing environment and wanting to stay ahead of the curve
- ☐ HR Managers on succession plan for executive responsibilities

Think you don't need this? While your internal clients value you and want to see you succeed, according to many surveys, white papers and HR thought-leaders, your internal management clients very likely think you will benefit from advanced leadership development.

For more information visit the link below or call 972.346.2892. To register go to http://www.nielsongroup.com/HR_Leadership_Development.html

Investment

Summer/Fall Class of 2011 (Starts with a Kickoff Intensive in Orlando, FL July 13, 14, 15th):

Early Bird Rate \$5,750 per person (Travel and Hotel not included)

(10% discount for two or more from same company in same registration)

After June 15th: **\$6,500 per person**

Purchase orders accepted. Invoicing and payment by check available upon request. All major credit cards accepted.

Please don't delay in responding. This exclusive program is for those on the senior HR Leadership track. Seating is limited. Even though the group portion starts in January 2011, there is one-on-one pre-work including talent assessment administration and receiving one-on-one debriefing of the assessment reports, personal goal setting session and establishing your personal development library starting as soon as you register. The sooner you register the sooner we get started.

About the Faculty Leaders:

Carl Nielson is Founder and Managing Principal of The Nielson Group, formed in 1998, and Success Discoveries, founded in 2003. The Nielson Group specializes in maximizing human capital by identifying talents, leveraging strengths, helping managers engage their employees and equipping teams to be more effective.



Carl has been recognized by his clients as an expert in predictive selection assessments, team development and high-potential and executive coaching.

Prior to starting his own company, Nielson worked for 18+ years in human resource management in well known leading companies including Allied Signal and PepsiCo. His corporate responsibilities included managing organizational reengineering, developing and managing hiring strategies, designing compensation and performance management programs, supporting employee relations, ensuring effective leadership development and designing and implementing HR technology solutions. These experiences gave him a solid foundation for designing pro-active, strategic solutions that result in higher performance and lower costs for his clients.

Carl works with companies in all areas of employee development, leadership and management development, hiring-for-fit, career coaching and team effectiveness. He holds a BS degree in Organization and Industrial Psychology and is a Certified Professional Behavioral Analyst, Certified Professional Values Analyst and Certified Professional TriMetrix® Analyst. He is also a certified facilitator of The Coaching Clinic™.

Rajesh Tedla is Principal Consultant at The Nielson Group. Raj's expertise includes leadership and organizational development, six sigma, lean,



executive coaching, marketing, process enhancement and customer insights. Raj is an executive and professional coach. He has personally coached, mentored and trained over 2500+ people since 1990. To his credit, Raj has coached senior leaders and executives from GE, Diageo group of Companies, DELL, IBM, Microsoft, AI Engineers, Sun Microsystems, Bank of America, Accenture, Deloitte, United Health, Pepsi, Avon, KPMG and more.

During his career at GE, he received the "JJ Murphy Extra Step Award" twice for his contributions of mentoring and coaching. While at GE, Raj held several leadership positions including SVP level in manufacturing, operations, finance, human resources and marketing. He is a Lean Six Sigma Global Quality Leader and Master Blackbelt. He has worked in GE's Aircraft Engines, Lighting, Commercial Real Estate, Commercial Equipment Financing, and Capital Solutions businesses. Raj earned train-the-trainer certifications for lean six sigma, change acceleration process, innovation, innovative problem solving, strategic marketing, and facilitation skills. He has coached and mentored over 750+ greenbelts, black belts, master black belts, and quality leaders across GE global businesses. Raj received GE Leadership award in 2004 and the capital markets team won the chairman's award in 2007.

Raj holds a BS (Mechanical Engineering), MS (Industrial Technology), MBA (Management) and is a graduate of Coach University and Corporate Coach University. His credentials include certifications in several GE Management Development Center programs including several leadership, strategic planning, coaching and change management training programs. Certifications include GE Certified Six Sigma Blackbelt, Master Blackbelt & Quality Leader, Certified Professional Behaviors Analyst (CPBA), Certified Professional Values Analyst (CPVA), Certified Professional TriMetrix™ Analyst and Certified facilitator for The Coach Clinic™.

He is currently serving as board member for Hartford Public High School; Academy of Engineering & Green Technology (AoEGT) program in Connecticut. He is also the founder and chairman of ICAN Foundation, which is dedicated to helping underprivileged children in rural India to gain access to higher education and meaningful employment. Raj received TTI's Chairman's award in Jan 2010 for his outstanding services to the community. In 2006, Raj was awarded GE's most prestigious "Gerald L. Phillippe Award," for his outstanding social contributions and community leadership.

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