

# LEADERSHIP EDGE



A Special Leadership Development Workshop in  
Motivation, Strategic Thinking, Conflict Management,  
Emotional Maturity, and Servant Leadership.



Today's business leaders need to be especially skilled in having good judgment, or to put it another way, to be skilled at making the best decisions. This workshop enables you to accelerate the pace at which you gain leadership maturity skills. By applying the 6 Key Elements of The Leadership Edge, you will develop more maturity and be more skilled at having better judgment and making better decisions. **You will have The Leadership Edge!**

6 Key Elements:

- 1) **SERVANT LEADERSHIP:** Serve and then lead – a roadmap for being a servant leader
- 2) **THE BELIEF SYSTEM™:** A new construct for analyzing & solving motivational & performance challenges
- 3) **VISION CASTING:** The core of leadership, a process for maximizing how we think and subsequently what we do
- 4) **EFFECTIVE COMMUNICATION:** The impact of style and how to speak to others
- 5) **MANAGING CONFLICT:** How to achieve positive outcomes in tough situations
- 6) **EMOTIONAL MATURITY:** Recognizing and maximizing our impact on those that we lead

Client Reflections:

“What I noted to my people is that it is not the academic/intellectual understanding that separates the Hayes approach – it is their basic compassion and humanity that they bring to the discussion. One really can manage in a principled environment, even when you have to make tough decisions, and Hayes communicates that in both direct and indirect ways. I have a lot of people who I believe could profit from exposure or reinforcement of this workshop.”

Mark Evans  
Business Unit, V.P.

## YOUR EXPERIENCE INCLUDES

- The Hayes Maturity Index, the Thomas-Kilmann Conflict Instrument, and The Belief System Motivation Profile to help you assess your leadership maturity as well as give you individual actions for enhancing your leadership competencies.
- Structured exercises and feedback from peers in the workshop that will also add to your learning experience.
- Books by those leading the workshop such as “The Belief System™” and “Give to Get Leadership”, as well as other carefully chosen leadership essays and books.
- One-on-one consultation from a workshop leader to help you interpret your motivation profile and other instruments, and help you maximize your workshop experience.

## MEET THE WORKSHOP LEADERS



### **Merwyn A. Hayes, Ph.D.**

Merwyn is CEO and President of The Hayes Group International which has served over 1400 different organizations around the world. Merwyn is the “coach’s” coach, having worked with leaders in large and small, domestic and international companies. He has co-authored two books on leadership, *The Belief System: A Practical Approach to Motivation* and *Give to Get Leadership*.



### **Marge Z. Hayes, M.S.**

As Managing Partner in The Hayes Group, Marge has helped hundreds of people to become effective leaders. From her organizational development and improvement processes experience, Marge brings hands-on expertise in organizational effectiveness, bringing over 25 years of internal organizational experience which she gained while at Westinghouse Electric as Organizational Development Manager.



### **Michael D. Comer, D.M.**

Mike is Senior Partner and Leader of the Training Division for The Hayes Group. He brings over 20 years of experience in leadership development and change management. Mike’s doctoral studies are in organizational leadership, where he focused on how personal passion affects leadership behaviors. Mike served as a leader in Accenture’s change management services area prior to The Hayes Group.



### **Tony Parella**

Tony Parella, CEO of Shared Technologies and author of *Fractured to Fortune: Measurable Results Though Transforming your Culture*, will be a guest leader/facilitator in select Leadership Edge Workshops. Tony is a special friend and a passionate servant leader. Shared Technologies went from not being on the radar screen to #18 on the “Fortune 100 Best Companies to Work For” and 3<sup>rd</sup> for job growth. The great part about it is the way they got there – by “taking care of the people.” Tony is an outstanding communicator – passionate and great with the “specifics” that relate to having “The Leadership Edge.”



### **Larry Penley Ph.D.**

Larry Penley is a Senior Consultant with The Hayes Group International, serving clients from Phoenix, AZ. Larry has more than 25 years of experience in higher education administration and management, having served as President of Colorado State University, Chancellor of the Colorado State University System, and Dean of the W. P. Carey School of Business at Arizona State University.

Note: Workshop leaders may vary.

## LEADERSHIP EDGE WORKSHOP REGISTRATION

**DATE:** March 8-9, 2010

**DATE:** March 25-26, 2010

**DATE:** May 11-12, 2010

**DATE:** June 7-8, 2010

**DATE:** July 28-29, 2010

**DATE:** September 8-9, 2010

**DATE:** September 23-24, 2010

**DATE:** October 6-7, 2010

**DATE:** November 3-4, 2010

**DATE:** November 17-18, 2010

**DATE:** December 1-2, 2010

**LOCATION:** Dallas, TX

**LOCATION:** San Francisco, CA

**LOCATION:** Denver, CO

**LOCATION:** Winston-Salem, NC

**LOCATION:** Dallas, TX

**LOCATION:** Atlanta, GA

**LOCATION:** London, UK

**LOCATION:** Denver, CO

**LOCATION:** Dallas, TX

**LOCATION:** Orlando, FL

**LOCATION:** San Francisco, CA

**FEE:** \$1,200 per person. Fee includes workshop materials, continental breakfast, lunches, and selected essays and books on maturity and leadership. Fee does not include transportation or hotel accommodations.

**Name:**

**Title:**

**Company:**

**Address:**

**Telephone:**

**E-Mail:**

**Location Attending:**

**Send Invoice To: (Name, Title, Address, E-mail)**

**To register, please either call Bob Poole at (336) 765-6764, or print and fax this registration form to (336) 765-7781. For more information, email [bob@thehayesgroupintl.com](mailto:bob@thehayesgroupintl.com).**

***Cancellation Policy:** If your registration is cancelled within three weeks of the workshop, you will be invoiced a \$100 cancellation fee. If cancellation is within two weeks, no refund is allowed, but you may attend another workshop within one year of cancellation.*