

# 2005/2006 Leadership Series<sup>®</sup>

## SEVEN days in Denver...

EXECUTIVE  
FORUM

**Fred Kofman, Ph.D.** • March 22, 2006 • 8:30 - 11:30 a.m.

### *Leadership Is About Who You Are, Not What You Do*



### *Influential Accountability*

How do I act with greater *personal integrity*, responsibility, and courage without sacrificing the productivity and financial results?

Kofman is an original thinker who awakens people to act with greater responsibility, integrity, and courage. His ideas combine philosophical depth with practical applicability. His work focuses on the production of financial results through honorable behavior. He presents productivity-enhancing behaviors that can help you change your corporate culture. An extraordinary teacher and synthesizer, Kofman is an antidote for this era of conformism. He believes that if you can change the way people work, you can change their lives.

#### CREDENTIALS

- Co-founder and President of Axialent, an international consulting company specializing in leadership development and teamwork
- Ph.D. in Economics from the University of California at Berkeley
- Taught at the University of Buenos Aires, Argentina and MIT's Sloan School of Management where he received "Teacher of the Year" award
- Senior Researcher at the Organizational Learning Center at MIT
- Lectures around the world and teaches at Naropa University and the University of Notre Dame

#### LEADERSHIP COMPETENCIES

*Gain skills and enhance the following capabilities:*

##### Increase organizational accountability:

- ◆ Understand the "Ice Cube Model" of organizational change: unfreeze, change, and refreeze
- ◆ Recognize how much money and time is spent on buying a company and how little on making it work
- ◆ Identify the "cultural viruses" that threaten your organization and your existence
- ◆ Treat your organization's "cultural viruses" with "immunological systems or antivirus" to combat:
  - Victim of circumstances philosophy • I only win if the rest loose • Ethics short-sightedness
  - Lack of integrity and creditor care • My truth is the only truth arrogance
- ◆ Develop your leaders to foster performance teams through an environment of consciousness, responsibility, and effective communication
- ◆ Understand the value of "shared leadership" as defined by a leader as a collective person
- ◆ Manage complexity through shared leadership

##### Increase personal accountability through answering these questions:

- ◆ If being a responsible player is so effective, if becoming spectators of the problems and seeing ourselves as victims is so ineffective, why do we tend to act as victims and not as players?
- ◆ Is suffering really optional? How can we skirt the "slings and arrows of fortune" and respond with dignity? Learn to take care of the problems, not be a victim to them.
- ◆ How can I use the concept of "free will" and exercise it consciously?
- ◆ How can my strong sense of integrity help me accept partial failure without embarrassment and start a new cycle in my learning process?
- ◆ How do I hold "commitment conversations" to achieve results with impeccability, trust, and integrity?

*...that will challenge your thinking.*

EXECUTIVE FORUM • Advance Intelligence • [www.executiveforum.net](http://www.executiveforum.net) • 303-796-0444