



EXECUTIVE FORUM

2009/2010 Leadership Series®



Advance Intelligence

Great Minds Are
Gathering... Bring Yours

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Program Location

Donald R. Seawell Grand Ballroom
at The Denver Center for the
Performing Arts

14th & Arapahoe, Denver, CO 80204

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www.executiveforum.net • 303-796-0444

James Harris

April 29, 2010 • 8:30–11:30 a.m.

Resilience: How to Build and Sustain a Culture That Thrives on Change

Are your employees motivated to work toward a bright future in an economic downturn? How do you ensure your employees and co-workers can blossom in times of change? Jim Harris, PhD, award-winning author and international business consultant, suggests what he calls the "new R&R": reassurance and resilience. He will teach the concrete steps you need to take to reassure your employees so they renew their loyalty to the organization and understand that you are continuing to fight for their futures. He also will coach you on how to create a culture of resilience. There is already a wealth of existing experience within our ranks on the topic of resilience. Harris will teach you how to tap that wisdom, so we can all learn how to be even more durable.



James Harris is Founder and CEO of The Jim Harris Group, Inc., a consulting firm that advises leadership teams on how to achieve breakthrough results. Harris uses his PhD in Communication as he works with clients from IBM, Best Buy, State Farm, and Wal-Mart who represent many of the best-run companies in the world.

LEADERSHIP COMPETENCIES

Gain skills and enhance the following capabilities:

PEOPLE LEADERSHIP

- **Motivating Others:** Creates a climate in which people want to do their best. Empowers others. Invites input from each person and shares ownership and visibility. Can motivate many kinds of direct reports and teams or project members. Is someone people like working for and with.

ALIGNING THE ORGANIZATION

- **Perseverance:** Pursues everything with energy, drive, and a need to finish. Seldom gives up before finishing, especially in the face of resistance or setbacks.

PROBLEM SOLVING ORIENTATION

- **Organizational Agility:** Knows how to get things done both through formal channels and the informal network. Understands the origin and reasoning behind key policies, practices, and procedures. Knowledgeable about how organizations work best with their culture.

Leadership Competencies are adapted from: Lombardo, Michael, and Eichinger, Robert. *For Your Improvement: A development and coaching guide for: learners, supervisors, managers, mentors, and feedback givers.* Minneapolis: Lominger Limited, Inc, 2000.