



Seminar Date
Wednesday 3rd March 2010

Venue
Hyatt Regency Perth
Grand Ballroom
99 Adelaide Terrace
PERTH WA 6000

Time
8.30am for 9.00am to 12.30pm

Fees (inclusive of GST)
\$484 AIM Professional Members
\$528 AIM Corporate Members
\$594 Non-Members

How to Register
Register on the AIM website
www.aimwa.com

Phone
AIM Client Services:
(61 8) 9383 8000

Fax
Complete this form and fax to:
(61 8) 9387 6171

Mail
Photocopy and post this form with your payment to:
AIM Client Services
Australian Institute of Management
76 Birkdale Street
FLOREAT WA 6014

Leadership

How to Get Extraordinary Results in Your Organisation

Professor Barry Posner

Registration Form

Your Organisation _____

Address _____

Post Code _____

Telephone _____ Facsimile _____

E-mail address _____

Is your company a Corporate Member of AIM? Yes No

Please reserve me _____ places on the

Leadership How to Get Extraordinary Results in Your Organisation Seminar

The names of the people attending are:

Name _____

Position Title _____

Are you a Professional Member of AIM? Yes No

Name _____

Position Title _____

Are you a Professional Member of AIM? Yes No

Name _____

Position Title _____

Are you a Professional Member of AIM? Yes No

I/we will be paying \$ _____ by (please tick)

Cheque Mastercard Visa AMEX ID No

Cardholder Name _____

Expiry Date

Cardholder Signature _____

Seminar Code: S10001-03

This document will be a tax invoice for GST when you make payment
ABN: 98 928 669 029

To secure your place, full payment must be received with your registration. If you are unable to attend, a substitute is always welcome at no extra charge. We regret that no refunds or credits can be issued less than **ten working days** before the Seminar. Receipts are available on request. Please make your cheque payable to the Australian Institute of Management. Our receipt of this form is confirmation of your acceptance.

Privacy Statement

The primary purpose of collecting the personal information you supply on this form is to process your registration. We will also use these details to keep you informed of upcoming events, and will not disclose your information to a third party.

Leading Performance Improvement

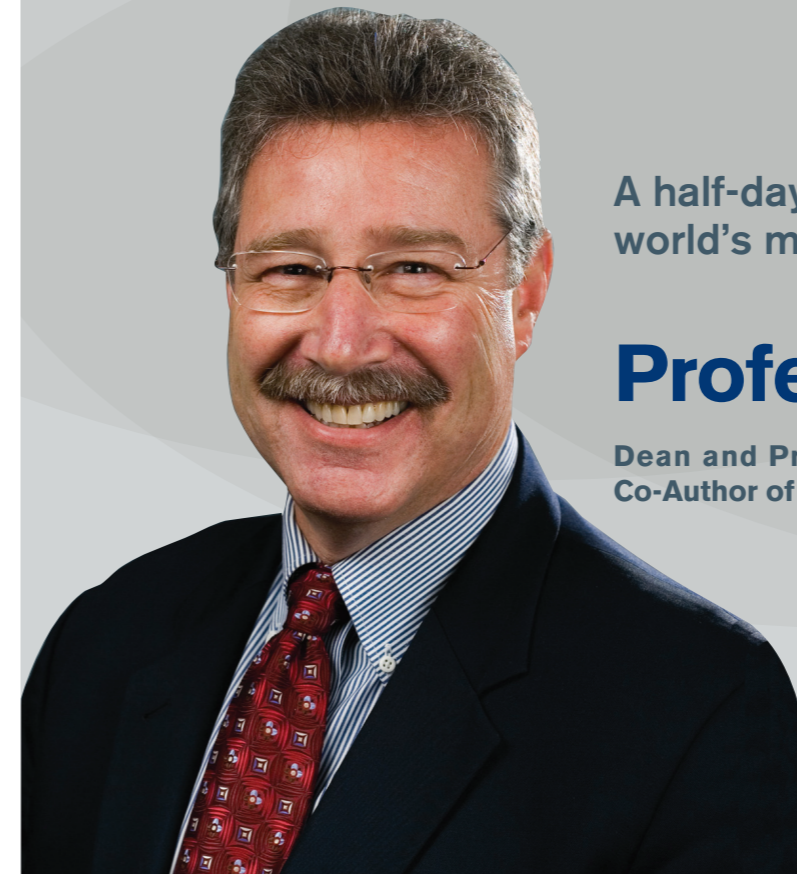
t: (61 8) 9383 8000 f: (61 8) 9387 6171
e: aimwa@aimwa.com w: www.aimwa.com
a: 76 Birkdale St, Floreat, Western Australia 6014



inspire.build.deliver

Leadership

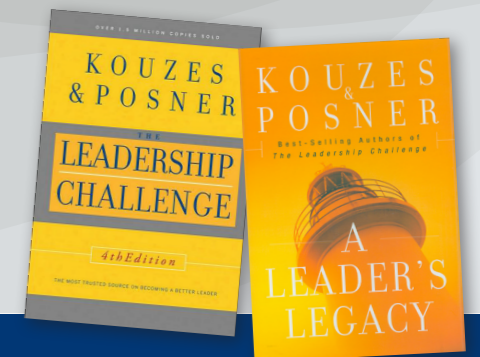
How to Get Extraordinary Results in Your Organisation



A half-day International Seminar with one of the world's most recognised experts on Leadership

Professor Barry Posner

Dean and Professor of Leadership, Santa Clara University.
Co-Author of *The Leadership Challenge* and *A Leader's Legacy*.



9.00am to 12.30pm
Wednesday 3rd March 2010
Hyatt Regency Perth

www.aimwa.com



inspire.build.deliver

Leadership

How to Get Extraordinary Results in Your Organisation



What do you look for and admire in a leader?

The ability to achieve extraordinary results through effective leadership is not the domain of a gifted few. The skills, knowledge and talents that characterise exceptional leadership are learnable by everyone, regardless of their level or status in the organisation.

Professor Barry Posner, author of the best selling book **THE LEADERSHIP CHALLENGE**, returns to Perth after a ten year absence to share the latest research, insight and practice on the essence of effective leadership.

Most organisations are looking to spread the responsibility of leadership throughout the organisation, to ease the load on the senior team and to build capacity and decision making authority at all levels. But this ambition is often thwarted by a lack of understanding about the most important dimensions of leadership and how they may be developed. After researching tens of thousands of managers and supervisors from around the world, Professor Posner has identified the specific practices and behaviours that can be learned and used by people across all levels.

The real leadership challenge is how these attributes of effective leadership can be deployed in such a way to get extraordinary results from your organisation.

The five key Leadership practices which will be explored by Professor Posner are:

- 1 Challenging the process**
a process that sees the leader dissatisfied with the status quo and constantly looking for ways to improve
- 2 Enabling others to act**
recognising and removing the barriers that stop your staff leading or achieving performance targets
- 3 Modelling the way**
recognising the importance of the managerial role model in the eyes of the follower
- 4 Inspiring a shared vision**
being able to paint a picture of the future that is inspiring and achievable
- 5 Encouraging the heart**
recognition of the need to engage people emotionally in their work and in the organisation's goals

These five Leadership practices have evolved from Professor Posner's research work across the globe, over 25 years. The key question asked in the research was "What do you look for and admire in a leader?". Some of the answers he received were predictable. Others will surprise you as they touch the essential ingredients of effective leadership and the behaviours everyone in an organisation can deploy to be more effective as a leader.

Professor Posner's great talents as a researcher and author are matched by his ability to translate this theory into practice. Whether you are already a recognised leader/manager in your organisation, or you aspire to such a role, Posner can enhance your ability to achieve better results from your team. Like any other skill, leadership can be improved with training, support, coaching, practice and commitment.

Knowing what to practice, how to practice and in what circumstances is the essence of this half day seminar.

Professor Barry Posner is recognised globally for his work and his ability to translate the often complex world of leadership into concepts that can be applied immediately back in the workplace. This seminar provides an opportunity for you to hear, first hand, from one of the world's most respected and referenced experts in the field.

What's in it for me?

Participation in this half day seminar will:

Increase your knowledge

of the key Leadership attributes most admired by followers

Offer practical steps

you can take to enhance your Leadership skills immediately

Build your confidence

in developing the Leadership talents of others

Enhance your ability

to get extraordinary results from your team.

Who will benefit?

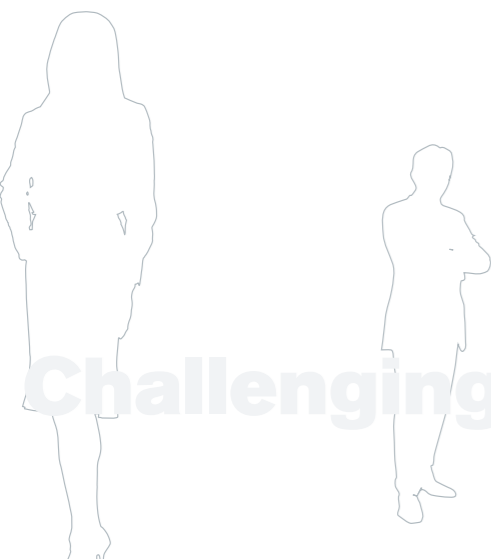
Any current or aspiring manager, leader, team leader or supervisor who believes there is scope to improve the performance and results from their team. The seminar will also be valuable to those charged with the responsibility of growing and developing the leadership talents in their organisations.

Professor Barry Z Posner Dean and Professor of Leadership, Santa Clara University

Barry Posner is Professor of Leadership at the Leavey School of Business, Santa Clara University (located in the heart of Silicon Valley), where he served for 12 years as Dean of the School. Barry, along with his co-author Jim Kouzes, received the American Society for Training and Development's highest award for their **Distinguished Contribution to Workplace Learning and Performance**. The International Management Council named them as the nation's top Management and Leadership educators, and Barry was recently recognised as one of the **Top 50 Leadership Coaches in America**.

He is the co-author of the award-winning and best-selling leadership book **The Leadership Challenge**. Described as a groundbreaking research study, this book combines keen insights with practical applications and captures both why and how Leadership is everyone's business. With over 1.8 million copies in print, this book has been named one of **The Top 100 Business Books of All Time**, book-of-the-year by the American Council of Health Care Executives, received the **Critic's Choice Award** from book review editors, and translated into over 20 foreign languages.

Barry is an international renowned scholar who has published more than 85 research and practitioner-oriented articles, in such journals as the: *Academy of Management Journal*, *Journal of Applied Psychology*, *Human Relations*, *Personnel Psychology*, *IEEE Transactions on Engineering Management*, and the like. He is currently on the editorial review boards of the *International Journal of Servant-Leadership*, *Leadership and Organizational Development*, and *Leadership Review*.



Challenging Enabling Modelling Inspiring Encouraging