THE POSITIVE LEADER: 

Deep Change and Organizational Transformation

Learning Objectives

• Obtain an understanding of one’s state of positive leadership and a positive strategic mindset
• Address strategic challenges and crisis management with confidence and clarity
• Gain insight to the research framework illustrating why and how Positive Organizational Scholarship (POS) techniques work to elevate individual and organizational performance
• Achieve clarity and practice regarding integration of positive practices into personal style
• Build an understanding of barriers to change – and strategies to break those barriers as you leverage your team to greater performance
• Plan to implement POS practices in your organization by applying a Positive Leadership Lens

PROGRAM DATE
Hong Kong
Sep 3 – 7, 2018
Sep 2 – 6, 2019

FEE // US$8,500
Program fee includes:
• Tuition
• Instructional materials
• All lunches, and coffee/snack breaks

CONTACT
Kent Youil
+852 2509 9088
enquiry@umich.com.hk

WEB
THE POSITIVE LEADER

COMPREHENSIVE LEADERSHIP PROGRAMS

Overview

Top-performing companies around the globe have come to believe that positive leadership is not only effective – it’s essential.

Michigan Ross is the world’s leading home for research on building positive organizations defined by engaged employees, empowered people, and a culture of collaboration and commitment. After more than ten years of research by Ross’ Center for Positive Organizations, we have learned how leaders motivate, inspire, and transform their organizations. In this program, you will discover your leadership strengths and learn new strategies and techniques for energizing and engaging employees, driving change and innovation, and delivering value to customers.

You’ll emerge prepared, confident, and motivated to transform your organization’s culture, drive innovation, and radically improve your bottom line.

Who Should Attend

Mid- and senior-level leaders seeking to develop a collaborative and committed organization defined by engaged employees and transformational leaders.

TYPICAL TITLES INCLUDE:
- Director
- VP
- Senior Manager
- Group Manager/Director

THE BEST LEADERS NEVER STOP LEARNING

Individual Benefits:

- Discover your leadership strengths and how to build on these strengths to create value for your team and organization
- Develop strategies to enhance employee engagement and create a culture of collaboration and commitment
- Enhance your ability to create, influence, and foster organizational change
- Build an action plan for deep change in yourself and others

Organizational Benefits:

- Leaders who have the skill to develop high-impact relationships and a culture of collaboration with commitment to results
- A step-by-step plan to overcome an organizational challenge and realize positive change immediately upon return to work
- Increased drive to achieve exceptional individual and organizational performance

By attending this program, you will receive 1 credit towards our Distinguished Leader Certification and will personally be rewarded with Life-time Scholarship and Peers Vouchers to develop your chosen peer. Visit our website for more details: http://www.michiganexecutiveeducationasia.com/distinguished-leader/
The Experience

In this program, you’ll engage in an exciting and intense journey toward becoming a transformational leader who can engage employees, inspire people, and build a culture defined by collaboration and commitment. Participants engage in the following program topics through a combination of action-learning experiences, interactive lectures, group discussions, team exercises, case studies, and real business projects.

**DAY ONE**
- Define personal case projects to be addressed this week
  - Identify challenges, issues, or opportunities that represent real needs
  - Form collaborative peer coaching relationships
  - Set expectations for end-of-the-week presentations
- What is Positive Leadership, and why is it critical to success?
  - Clarify the role of leadership vision
  - Create collaborative relationships with peer participants
- Reflected Best-Self (RBS) Feedback Exercise

**DAY TWO**
- Provide the business case for Positive Leadership
  - Dramatically increase productivity, creativity, and well-being by focusing on the organization at its best
  - Highlight differences between positive and negative motivation
- Introduce Positive Leadership practices
  - Personal management interview program – one-on-one meetings
  - Energy network maps – create your team’s energy network map and use it to build a culture of engagement
  - Creating micro moves for macro change
  - The affirmative bias – an orientation toward strength rather than weakness, optimism rather than pessimism, and supportive rather than critical communication

**DAY THREE**
- Provide the business case for employee engagement - what organizations practicing Positive Leadership have experienced
  - Identify how to manage jobs, careers, and callings
  - Working with financial, social, intellectual, and ideological capital
- Setting Everest goals organization for yourself, your team, and your organization
  - Bringing purpose into focus to drive organizational commitment and results
  - Achieving goals that exceed by a wide margin the best performance in the industry
- Creating a thriving culture
  - Four key areas to avoid burnout and extend sustainability Building a high-performance environment
  - Authentic leadership – an intense, reflective experience to rediscover the leader in you

**DAY FOUR**
- Building your positive organization
  - Traditional versus transformational language
  - Choose deep change or allow slow death?
- Entering the Fundamental State of Leadership
  - Determining what result you want to create
  - Becoming other-focused and internally directed
  - Embracing an open and learning mindset
- Unlock greatness and sustainable success
  - Expanding the zone of possibility
  - The flourishing triangle
  - High-quality connection audit
  - High-quality connection score card and how to implement
- Your Reflected Best-Self Assessment
  - What if you could be the best version of yourself? How to maximize your strengths every day, all day
  - Review your Reflected Best-Self Feedback from others
    - Common themes?
- Your life purpose: How does it relate to your organization’s vision?
  - Does it help you lead and build or manage and maintain?

**DAY FIVE**
- Positive organization generator
  - Explore 100 research-based practices for building a positive organization defined by engaged employees and a culture of commitment
- Five exercises to apply the positive practices
  - Learn how to apply the practices in your organization
  - Challenges you’ll face when applying positive practices and how to address them in your organization
- Moving from transactional employment to purpose-driven, mutually supportive employment
- Personal case projects
  - Update with new knowledge
  - Small group presentations – hear and give feedback to enhance your personal case project
- Personal case projects – faculty and full-class peer review, feedback
- Sharing leadership purpose statements
- Action plans for return to work – peer and faculty review
- Personal change commitments
Outstanding Faculty

Kim Cameron

William Russell Kelly Professor of Management and Organization
Stephen M. Ross School of Business, University of Michigan

Professor Kim S. Cameron is the William Russell Kelly Professor of Management and Organizations in the Ross School of Business and Professor of Higher Education in the School of Education at the University of Michigan. Professor Cameron has served as Dean and Albert J. Weatherhead Professor of Management in the Weatherhead School of Management at Case Western Reserve University, as Associate Dean and Ford Motor Co./Richard E. Cook Professor in the Marriott School of Management at Brigham Young University, and as a department chair and director of several executive education programs at the University of Michigan. He also served on the faculties of the University of Wisconsin-Madison and Ricks College. He organized and directed the Organizational Studies Division of the National Center for Higher Education Management Systems in Boulder, Colorado.

Dr. Cameron’s past research on organizational downsizing, effectiveness, quality culture, virtuousness, and the development of management skills has been published in more than 120 articles and 14 books, the most recent of which are: Diagnosing and Changing Organizational Culture (2006, Jossey Bass), Competing Values Leadership (2006, Edward Elgar), Leading with Values (2006, Cambridge University Press), Making the Impossible Possible (2006, Berrett Koehler), Positive Leadership (2008, Berrett Koehler), and Organizational Effectiveness (2009, Edward Elgar). His current research focuses on the virtuousness of and in organizations and their relationships to organizational success. He is one of the co-founders of the Center for Positive Organizational Scholarship at the University of Michigan.

Dr. Cameron received BS and MS degrees from Brigham Young University and MA and PhD degrees from Yale University. He served on the National Research Council, was president of Bay Asset Funding Corporation, and was a Fulbright Distinguished Scholar. He is a graduate of Leadership Cleveland Class of 2000 and a recipient of the Organizational Behavior Teaching Society’s Outstanding Educator Award. He currently consults with a variety of business, government, and educational organizations in North America, South America, Asia, Africa, and Europe.
Outstanding Faculty

Shawn Quinn | Co-Director
Consultant, LIFT Consulting

Shawn Quinn is the Managing Partner for LIFT Consulting and a Partner in the Competing Values Company. He is also an executive education instructor at Michigan Ross and teaches courses on Leadership, change, and innovation. Shawn also plays a key role at the University of Michigan’s Center for Positive Organizations.

Shawn has consulted with leading organizations such as General Electric, Coca Cola, Telefonica O2, American Express, Reuters, and the U.S. Army. At Prudential Retirement, for example, he guided their internal change agent team in building a positive corporate culture. At General Electric he helped design and run the initial idea generation process for one of their Imagination Breakthrough projects. At the University of Michigan Health System he facilitated sessions with the leadership in the Office of Clinical Affairs to clarify strategic priorities and projects that would best help the group to create their agreed-upon, desired outcomes. Shawn has also helped facilitate the Competing Values Change and Innovation Assessment with over one hundred teams and organizations.


Shawn received a Master’s degree in Organizational and Social Psychology from Columbia University. He earned a BS in Psychology from the University of Utah while simultaneously earning a certificate in Experience-Based Learning and Training from National Training Labs.

Michigan Executive Education

Michigan Ross Executive Education was recently named a Top 5 global provider by the Financial Times, and our leadership programs have been consistently rated No. 1 by Leadership Excellence. We offer approximately 20 different open enrollment offerings and a variety of custom programs annually, serving over 4,000 business executives around the world. In addition to the Michigan Ross Campus USA, Ross has locations in Hong Kong, Mumbai and Singapore and delivers programs globally wherever our corporate partners request.
### Registration Form - Stephen M. Ross School of Business at the University of Michigan

#### EMERGING LEADERS PROGRAM

Please mail or fax the completed registration to our offices

**Code: Asia 2018**

**Hong Kong**

**Executive Education**

Asia Pacific Regional Office

Stephen M. Ross School of Business

University of Michigan

12/F Winsan Tower, 98 Thomson Road, Wanchai, Hong Kong

Tel: 852.2509.9088  Fax: 852.2509.9228

Email: enquiry@umich.com.hk

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If you have a Distinguished Leader Voucher, please quote your voucher reference. no: _____________________________

**Registration Deadline:** 4 weeks before the program

Registrations are accepted on a first come, first served basis.

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#### Participant Information

- Check for Hong Kong  Sep 3 – 7, 2018  US$8,500  Reg. Code:  
- Check for Hong Kong  Sep 2 – 6, 2019  US$8,500  Reg. Code:  

If you have a Distinguished Leader Voucher, please quote your voucher reference. no: _____________________________

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**Full Name**

(As appears on the course roster and your diploma)

**First Name**

(As appears on your name badge)

**Last Name**

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**Title of Present Position**

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**Company Name**

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**Company Address**

(Please include street address and appropriate postal code for international courier delivery)

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**City**

**Postal Code**

**Country**

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**Telephone**

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**Facsimile**

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**Email**

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**Company Website**

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**Department**

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**List language(s) in which you are fluent**

(Applicants must be proficient in English)

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All information submitted will be kept confidential

Continued on next page >>
How Did You Hear About Us? (You May Choose More Than One)

- Advertisement
- Newspaper
- Magazine/Journals
- Promotion - Brochure
- Catalogue
- E-mail
- Seminars/Exhibitions
- Recommendation by Supervisor HR/T&D Past participant I have attended Michigan Executive Education program(s)
- I have met with a Michigan representative

Billing Information

(Please provide the following information if the invoice should be directed to someone other than the participant)

Name

Company Name

Company Address

City Postal Code Country

Telephone Facsimile Email

Person In Charge Of Executive / Management Development For Your Company

By providing this information, this person will subscribe to our mailing list for regular updates of our program information.

Name

Company Name

Company Address

City Postal Code Country

Telephone Facsimile Email

Do you plan to make a hotel reservation? No Yes - We will provide information of recommended hotels upon confirmation

By submitting this registration form, I have read and hereby agree to comply with the cancellation policy of Michigan Ross Executive Education. I also understand that payment of the program fee is required prior to the program. Upon registration, the University shall issue an invoice for payment and a confirmation via e-mail within 3 working days.

Signature / Company Chop

The University of Michigan, as an Equal Opportunity, Affirmative Action Employer, complies with applicable federal and state laws prohibiting discrimination, including Title IX of the Educational Amendments of 1972 and Section 505 of the Rehabilitation Act of 1973. It is the policy of the University of Michigan that no person, on the basis of race, sex, color, religion, national origin or ancestry, age, marital status, handcap, or Vietnam-era veteran status, shall be discriminated against in employment, educational programs and activities, or admissions. Inquiries of complaints may be addressed to the University’s Director of Affirmative Action, Title IX and Section 504 coordinator, 4005 Wolverine Tower, Ann Arbor, Michigan 48109-1281, 1734.763.1281, T.D.D. 1734.647.1388. For other University of Michigan information, call 1734.764.1817.
COMPREHENSIVE LEADERSHIP PROGRAMS

Rankings

Across a wide range of criteria, Michigan Ross Executive Education and the Stephen M. Ross School of Business are consistently ranked among the world’s elite institutions.

Financial Times, “Top 6th in the World for Open Enrolment Programs Executive Education Rankings 2018”
The Ross School of Business at University of Michigan is up nine places to 11th overall and sixth for clients who say they would use the school again.

The first-of-its-kind report for The Financial Times ranks schools based on the “quality and breadth of business schools’ postgraduate programmes.”

This global ranking evaluated the top-rated universities, based on a survey of 6,000 academics and 2,000 recruiters.

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Some of the companies that have recently sent participants to The Positive Leader Program:

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<thead>
<tr>
<th>Company Name</th>
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<tr>
<td>Bangkok Bank PCL</td>
<td>Hong Kong Productivity Council</td>
<td>Parker Hannifin Corporation</td>
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<td>Bank Indonesia</td>
<td>Hospital Authority, Hong Kong</td>
<td>Pentland Asia</td>
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<td>Bank Negara Malaysia</td>
<td>Incheon Container Terminal</td>
<td>Permata Bank</td>
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<td>C&amp;A Sourcing Limited</td>
<td>International SOS Pte Ltd</td>
<td>Philips &amp; Yaming Lighting Co Ltd</td>
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<td>C.H. Robinson Worldwide Inc.</td>
<td>LS Corps</td>
<td>Pj Lhuillier Inc</td>
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<td>CFG Services Co., Ltd.</td>
<td>LSIS</td>
<td>PT Astra Honda Motor</td>
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<td>Cinetic Sorting K.K.</td>
<td>LS-Nikko Copper Inc.</td>
<td>PT Bank BTPN, Tbk</td>
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<td>Chevron Thailand Exploration &amp; Production Ltd</td>
<td>Malaysian Investment Development Authority (MIDA)</td>
<td>Pt Bank Mega Tbk</td>
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<td>Cinetic Sorting K.K.</td>
<td>Mead Johnson Nutrition (China) Ltd</td>
<td>PT Bank UOB Indonesia</td>
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<td>Dorel Industries Inc.</td>
<td>Melco Crown Entertainment Inc.</td>
<td>PT Pertamina (Persero)</td>
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<td>Exl Service.com (India) Pvt. Ltd.</td>
<td>Mitsubishi Corporation</td>
<td>Sino Land Company Limited</td>
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<td>Fauji Fertilizer Company Ltd.</td>
<td>MTR Corporation Limited</td>
<td>Societe Generale Corporate &amp; Investment Banking</td>
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<td>Fives Intralogistics K.K.</td>
<td>Munich RE</td>
<td>The Dairy Farm Company Ltd.</td>
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<td>Hang Seng Bank Limited</td>
<td>Nuskin Enterprises Philippines Inc.</td>
<td>The Hong Kong Mortgage Corporation Limited</td>
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Program Offerings are subject to change; visit website for the most up-to-date information.