

EXECUTIVE EDUCATION

THE POSITIVE LEADER

How do positive leaders enable teams to flourish and do the best work of their lives? Attend this program to learn the best positive business practices to transform yourself and your team.

HONG KONG

June 7 - 11, 2021

November 8 - 12, 2021

**REGISTER
TODAY!**

um-asia.exec.ed@umich.edu

+852-2509-9088

TOP 10 GLOBAL PROVIDER

Financial Times, 2020

THE POSITIVE LEADER

Deep change and organizational transformation

Do you see what needs to be different in your organization to make it truly great, but the culture, practices and processes of the organization fight against you? This program will give you new insights, perspectives and practices to influence the changes needed in the culture of the organization. We will also help you tap the latent potential in the people around you and the system in which you work to deliver unprecedented results. To accomplish something new you need to be able to see from a new perspective.

This program will not only help you understand cutting edge research but will bring you practical experiences to apply these new tools and techniques more effectively, more genuinely and give you the learning agility you need to build the future. You will learn about how other companies have benefited from these experiences, and through dedicated time working on your own current circumstances create a plan to apply what you learn while also getting ideas and insights from fellow participants and coaches from diverse industries, cultures, and roles.

INDIVIDUAL BENEFITS

- Unleash your leadership strengths and learn 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

- Create leaders who develop high-impact relationships and culture
- A step-by-step plan to realize positive change to the work environment immediately upon return to work
- Increased drive to achieve exceptional individual and organizational performance



WHO SHOULD ATTEND:

- Mid- and senior-level leaders seeking to take different action in order to achieve extraordinary results

Typical titles include:

- Director
- VP
- Senior Manager
- Group Manager/Director

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PROGRAM STRUCTURE

In this program you'll witness an exciting and intense journey toward becoming a transformational leader who exceeds expectations through engaged employees, inspired people, and a culture defined by collaboration and commitment. Participants explore the following program topics through a combination of action-learning experiences, interactive lectures, group discussions, team exercises, case studies, and real business projects.

DAY 1

- Define personal case projects to be addressed this week
- What is Positive Leadership, and why is it critical to success?
 - Clarify the role of leadership vision
 - Create collaborative relationships with peer participants
- Artifact exercise: your leadership vision

DAY 2

- Provide the business case for Positive Leadership
- The Heliotropic Effect
- Introduce Positive Leadership practices
 - Personal management interview program
 - Energy network maps – building a culture of engagement
 - Creating micro moves for macro change
 - A 1% change: tools you can implement today that will have a significant impact on the organization
- Reciprocity principles and tools

DAY 3

- 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
- Create 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 4

- Unlock greatness and sustainable success
 - Expanding the zone of possibility
 - The flourishing triangle
 - High-quality connection audit
 - High-quality connection scorecard and how to implement
- Motivation: The underlying reasons for why we do what we do
- 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?
 - Create your personal best-self statement
 - Identify what keeps you from being your best self
 - How can you help others be the best version of themselves?
- Your life purpose: How does it relate to your organization's vision?
Does it help you lead and build or manage and maintain?

DAY 5

- The Fundamental State of Leadership
 - Determining what result you want to create
 - Becoming other-focused and internally directed
 - Embracing an open and learning mindset
- Build your positive organization
 - Traditional versus transformational language
 - Choose deep change or allow slow death?
- 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
- Move from transactional employment to purpose-driven, mutually supportive employment
- Personal case projects
 - Work in small groups
 - Small group presentations – hear and give feedback to enhance your personal case project

OUR WORLD-CLASS FACULTY

At Michigan Ross, you'll engage with some of the world's most renowned experts. Our faculty have collectively authored hundreds of articles and dozens of books. They travel the world, sharing their expertise with Fortune 100 companies in virtually every sector. They're prolific thinkers and creators of revolutionary studies and frameworks. Most importantly, they are determined and dedicated to leveraging their extensive knowledge to help you succeed.

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KIM CAMERON | DIRECTOR

Professor Cameron is the William Russell Kelly Professor of Management and Organizations at Michigan Ross and is also a faculty member in the School of Education.

Professor Cameron helped co-found the Center for Positive Organizations at the University of Michigan, which in 2012 was awarded the Research Center Impact Award by the Academy of Management. This award recognizes researchers and research centers that have made a major impact on real-world management practice.

His work has been published in more than 130 academic articles and 15 books. His current research focuses on the virtuousness in and of organizations—such as forgiveness, gratitude, kindness and compassion—and their relationship to performance. He was recognized as among the top ten organizational scholars in the world whose work has been most frequently downloaded on Google.



SHAWN QUINN

Shawn is the Managing Partner for LIFT Consulting and an executive coach at the Ross School of Business. 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 is the co-author of the McGraw-Hill book, *Leading Innovation: How to Jumpstart Your Organization's Growth Engine* and has co-authored five other articles and book chapters on change, engagement, and positive leadership.

Shawn has consulted with leading organizations such as General Electric, Coca Cola, Telefonica O2, American Express, Reuters, and the U.S. Army.

THE MICHIGAN DIFFERENCE

THE UNIVERSITY OF MICHIGAN

Founded in 1817, University of Michigan is one of the first public universities in the U.S. U-M is one of only two public institutions in the U.S. consistently ranked in the top ten, and has more than 100 top-ranked graduate programs.

U-M maintains a global presence including initiatives in Southeast Asia, Brazil, Russia, India, and China.

MICHIGAN ROSS

Founded in 1924, the Stephen M. Ross School of Business at the University of Michigan is grounded in the principle that business can be an extraordinary vehicle for positive change in today's dynamic and global economy. Our unique approach focuses on action-based learning and interdisciplinary, team-oriented situations.

As a general management institution, Michigan Ross has earned acclaim for academic excellence. Approximately 230 faculty members research, consult and teach in all areas of business.

EXECUTIVE EDUCATION

Michigan Ross offers 30+ diverse open enrollment offerings and numerous custom programs annually, serving more than 4,000 executives around the world.

Open Enrollment Programs

Michigan Ross Executive Education was recently named a Top 5 global provider by the Financial Times. The FT survey examined the open enrollment programs offered at 75 schools, weighing factors from faculty to follow-up. Among the highlights, Ross excelled with unique course design, renowned faculty, and participants reporting new skills and learning to impact personal and organization performance. We invite you to join us for any of our open enrollment programs in Michigan (U.S.), Hong Kong or Mumbai and to experience first-hand the Michigan Ross difference.

Michigan Ross Custom Programs

Ross delivers custom executive development programs for organizations throughout the world, wherever our partners request. In close collaboration with you, we identify clear business and learning objectives, design learning experiences that align with those objectives, and bring together a world-class faculty team — often including your company's leaders as teachers — to deliver a truly transformational experience for your top talent. And we do all of this with a deep commitment to delivering results and a return on your investment.

No matter your business challenge or strategic priority, Ross can be your partner in success. Contact us to arrange a consultation: um-asia.exec.ed@umich.edu.



REAL IMPACT:

Measurable Return On Investment

One of the United States' top integrated health delivery systems turned to Michigan Ross to help their leaders link core competencies to customer benefits; improve strategic agility and leadership; measure and drive customer service and satisfaction; and build high-performance teams.

An independent study was conducted to assess the organizational and personal impact of engaging with Michigan Ross. Here is what was found:

310% return on program investment

Significant reduction in key service area wait times

25% of participants were promoted within six months of program completion

15% improvement in decision-making

16% improvement in teamwork

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“ This is a totally new approach unlike any program I have been through. It is rooted in research, has credibility and offers real opportunities to not only differentiate oneself, but more importantly, one’s organization. I am committed to implementing Positive Leadership. ”

-Bill Griesser, TIAA-CREF

“ This program has changed my leadership lens and how my values reflect my work. I’ve learned how to identify my strengths and how to leverage those strengths to be my best and incite change. ”

-Martin Hessler, Thrivent Financial

Explore our programs at: michiganross.umich.edu/execed

HONG KONG

June 7-11, 2021 | November 8-12, 2021

\$8,500 US

- Fee is payable in advance in US dollars and is subject to change
- Check our website for our Cancellation, Transfer and Substitution Policy

Fee includes:

- Tuition, books, instructional materials, lunch and coffee breaks

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