

the Organization Workshop

Want to have more power and influence at work?

“The OW” provides insight and strategies on how to work more constructively across organizational silos, how to address issues systematically rather than personally, and provide an understanding of the multiplicity of roles each of us plays and how to approach each role with more effective behavior.

The core of this workshop is an exercise in which you are assigned a role as an executive, manager, team member or customer. You then interact in a chaotic, fast-paced environment and experience the reality of what makes productive partnerships so critical, what gets in the way of them developing and what role(s) we play in making them happen. Throughout the interaction, the instructors will teach you strategies to address the issues you’ve experienced so you can immediately apply and practice what you’ve learned. The Workshop is developed by Barry Oshry, Power + Systems.

Who Should Attend?

Organizations, Teams and Individuals that:

Have to reposition themselves quickly in order to be competitive in the marketplace.

Repeatedly bump up against hierarchical and/or lateral communication issues.

Have turf issues among directors and managers and other departments.

Have matrixed leadership relationships that rely on seamless communication and collaboration across multiple boundaries.

“It was great! - a hands-on learning activity in a short time that captured the challenges we face on a daily basis.”

-SR Manager/Talent Management

Public Workshop October 8th, 2009

7:30 a.m. – 4:00 p.m.

Location:

Pepperdine University
West Los Angeles
Graduate Campus
Howard Hughes Center
6100 Center Drive
Los Angeles, CA 90045

Registration:

\$950 per person

Early Bird: \$750/
person—register by
September 14th

Group: \$700/ 4 or more
from the same company

What are the benefits?

- Increased personal power to lead and influence change, especially the ability to form partnerships with customers and people within the organization.
- Enhanced ability to see your organization’s strengths and weaknesses and act in ways that increase productivity.
- A concrete action plan for changing your own behavior and strengthening your ability to lead from wherever you are in the organization.

What’s Included

- A copy of *Seeing Systems* by Barry Oshry
- Peer Coaching Project Teams (from workshop) will continue to meet monthly for 3 months with consultants available to each of the teams.
- All participants will automatically receive creative reminders about “seeing the system” for 4 weeks to reinforce learning.
- Final 1.5 hour webinar on “Middle Integration”

Lori Heffelfinger



Lori has over 20 years of management consulting experience working with companies that believe investment in people significantly impacts the bottom-line. Lori's clients have praised her for her ability to give feedback that gets directly to the "heart of the issue" and for her ability to build "ownership" in individuals and organizations. She coaches executives and high potential leaders through a wide range of leadership challenges.

Her consulting engagements have included:

- Leadership Team Alignment resulting in "Best Place to Work in LA" for one client.
- Leadership Development Program (one year) resulting in improved ability to lead and influence change.
- Large Scale Change project (three years) resulting in improved client satisfaction and better internal management processes.
- Multiple coaching engagements resulting in promotion, greater influence and personal impact, and better results.

Her clients have come from Fortune 100 companies in Aerospace, Engineering & Technology, Pharmaceuticals, and Entertainment as well as professional services firms and large Non-Profits.

Prior to becoming a management consultant, Lori held leadership roles in Organization and Management Development at Raytheon and Allied Signal. In both positions, she was extensively involved in leadership assessment and development, designing, facilitating, and implementing the business talent management/succession planning process, as well as business integration and change activities. She held line Human Resource leadership roles at Allied Signal (Honeywell), Ashland Chemical, and Monsanto.

Her educational background includes:

MS Organizational Development, Pepperdine University
BS Business Administration, University of Nebraska
Post Graduate Training at the Gestalt Institute (3 years)
Adjunct faculty, Pepperdine University MSOD & MBA programs

Sophie Parker



Sophie Parker is an organizational development consultant specializing in organizational assessment and change management. Her background in theatre gives her the sensitivity, humor, and creativity necessary to work comfortably with diverse people and organizations. Ms. Parker has extensive experience training groups in conflict management, leadership development, and building communication skills. She has a coaching practice with managers and executives in corporate, government, and NPO agencies.

Training and certification as a coach, creativity consultant, facilitator, and mediator includes:

The Birkman® Method Assessment
Gestalt Organization and Systems Development International Program (OSDI)
Myers-Briggs Type Indicator® (MBTI)
The Harvard Mediation Program
Power + Systems Organization Workshop Certification

"I gained great insight into productive and unproductive behaviors and how to recognize the situations that cause me to step into unproductive behaviors." -VP, Product Development



Lori Heffelfinger
President

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Registration

the
Organization Workshop
October 8th, 2009
7:30 a.m. – 4:00 p.m.

To register, fill out and return this form to Lori Heffelfinger by fax at 206.350.7543 or call Lori at 310.543.7632 email: lorih@heffelfingerco.com

NAME

TITLE

ORGANIZATION

E-MAIL ADDRESS

ADDRESS

CITY

ST

ZIP

PHONE

FAX

Enrollment Fee

The enrollment fee of \$950 (\$750 early registration) includes continental breakfast & lunch, Seeing Systems, by Barry Oshry, and a complete program materials package. A group rate of \$700/person is available for groups of four or more from the same company.

AMEX

VISA

MC

CREDIT CARD NUMBER

EXP. DATE

AUTHORIZATION CODE

CARDHOLDER NAME

BILLING ADDRESS

SIGNATURE

COMPANY PO NUMBER

We reserve the right to cancel the course and refund payment if minimum enrollment requirements are not met.

