



LEADING WITH IMPACT: YOUR RIPPLE EFFECT

EVERYTHING, make no mistake, **EVERYTHING**, starts at the **TOP**. Of course it doesn't stay there – how easy leading would be if it did – and how unfulfilling. You are or will be at the **TOP** of something when you are leading people.

LEADING WITH IMPACT is a discovery process, not an event. For the 5 days we are together, we will discover how our influence “ripples” and how those same ripples come home to us like it or not. Come on this powerful journey and **Discover the Leader in YOU!**



LEADERS LEARNING TOGETHER

THE FOUR MASTERIES of EFFECTIVE LEADERS

1. PERSONAL MASTERY:

Who are you, really, as a leader and who do you want to be?

2. INTERPERSONAL MASTERY:

How productive are your relationships, conflicts, and interpersonal communications?

3. TEAM MASTERY:

How well are you building & sustaining successful teams?

4. SYSTEMS MASTERY:

Are you consciously creating and nurturing a positive, high performance culture?



Program Directors

Roxi Bahar Hewertson

Highland Consulting Group, Inc.

Jenn Kaye

Highland Consulting Group, Inc.
Life Head On, LLC.

April 29-May 3 2013

HIGHLAND LODGE CENTER
Trumansburg, NY

www.highlandlodgecenter.com

Deadline 3-1-13

Program Rates

\$1997 per person

program cost*

***not incl. room/dinners/travel**





ABOUT US...

Roxi has been leading and creating positive work cultures for over 35 years. Her passion is to “change the world one leader at a time” and to make a measureable difference in our workplaces. She spent over 2 decades leading within Cornell University’s administration. She received her Master’s Degree in Industrial and Labor Relations from Cornell. She now spends much of her time as the CEO and President of Highland Consulting Group, Inc. helping leaders and their organizations create high performance cultures. She is known across the country for creating and delivering highly dynamic, experiential **APPLIED** learning experiences for leaders.

Jenn Kaye is an internationally recognized relationship and communications expert. She is an accomplished Speaker, Facilitator, Coach and Consultant. With over 20 years of experience as a communications strategist and relationship expert, she specializes in creating simple, easy to implement strategies for deeper connections, better communication and optimum quality of life. She has been seen and heard on NBC Radio, Sonoran Living, Good Morning Arizona, and quoted in dozens of publications including Femina, India’s leading women’s magazine and the Inspiration Journal.

“We may affirm that absolutely nothing great in this world has been achieved without passion.”
Hegel

5 DAYS THAT WILL CHANGE YOUR LIFE

I. LEADERSHIP STYLE (Personal Mastery) You will be able to identify your leadership style, recognize others’, and examine the implications for yourself and other people. To understand the perceptions of others, we will utilize a 360 degree feedback Emotional Intelligence instrument. We will also use an expanded Meyers-Briggs self-report.

II. DYNAMICS OF ORGANIZATIONAL SYSTEMS (Systems and Interpersonal Mastery) You will experience a deep understanding of the natural dynamics of organizational systems. These dynamics lead to predictable behaviors that can block learning and change in an organization. Insight into these behaviors/actions can help us unhook ourselves from these natural dynamics and create healthier, more productive organizations

III. LEADING AND BUILDING TEAMS (Team Mastery) We will discover the role of leadership in building and maintaining highly functional teams. Building the right team for the right reasons with the right people at the right time – is NOT a skill we are born with. Motivating them to work collaboratively is one of the truly fine “arts” of leading.

IV. LEADING CHANGE (Systems Mastery and Interpersonal Mastery) We will learn to build the high performance culture you want, on purpose. We will work through actual change challenges to apply your learning to real issues within your own organization.

V. PERSONAL MASTERY Through a series of exercises, you will discover what “drives” you and develop your personal mission, vision and values statement. That statement can be used as a source of inspiration and serve you in all the roles you lead in your life.



"The bottom line is that leadership shows up in the inspired action of others. We traditionally have assessed leaders themselves. But maybe we should assess leadership by the degree to which people around leaders are inspired."

Dr. Jack Weber

REGISTRATION FORM

FAQ's

Where is Trumansburg, NY? We are located in the heart of the Finger Lakes only 12 miles from Ithaca, NY

Where would I stay? There are many B&B's locally and several hotel chains in Ithaca. Our favorite for our groups is Taughannock Farms Inn

What does the course fee include? All materials and instrumentation, 5 days continental breakfast, lunch, beverages

If I bring my family, what is there to do and see? It's endless – the lake, many golf courses, children's activities, 100+ wineries, museums, the university...

Is there an airport nearby? Yes, The Tompkins-Cortland Regional Airport with Delta, USAirways, and Continental serving us. SYR, ROC, ELM also near.

[The Ithaca Farmer's Market](#)

www.sciencenter.org

www.ithacachildrensgarden.org

www.museumoftheearth.org

[New York State Parks](#)

[Ithaca/Tompkins County
Visitor's Bureau](#)

<http://www.t-farms.com/>

[Bed and Breakfasts in Tompkins
County](#)

[Cornell University](#)

[Ithaca College](#)

DEADLINE FOR REGISTRATION

**MARCH 1, 2013 with a \$200 Discount
to register by January 15, 2013.**

MAXIMUM CLASS SIZE = 24

\$500 non-refundable DEPOSIT

MasterCard, Visa, and Purchase Orders

NAME: _____

ORGANIZATION: _____

CURRENT LEADERSHIP ROLE:

EMAIL: _____

PHONE: _____

**PLEASE CONTACT US FOR MORE
INFORMATION AND ANY QUESTIONS**

HIGHLAND CONSULTING GROUP, INC.

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WE LOOK FORWARD TO SEEING YOU!



BBB Rating: A+
as of 1/16/2012
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