

José Luis Romero



SKILLS 2 LEAD

THE LEADERSHIP SKILLS WITH THE MOST IMPACT ON ORGANIZATIONAL PERFORMANCE

⇒ THIS PROGRAM IS FOR UPPER LEVEL EXECUTIVES

STRATEGIC ORGANIZATIONAL LEADERSHIP

Build a Truly Sustainable Competitive Advantage

Any leader from any organization from any industry is always asking herself the same fundamental question: “How do I make my organization healthier, more resilient, more competitive?”

The traditional search for competitive advantage has been focused in terms of original strategies to create new markets, in terms of the latest technologies with exclusive intellectual property, in terms of innovative products where only a select few can produce unique product lines, etc.

But quantum leaps in all areas of knowledge, global markets, and information technologies that facilitate worldwide communication, are making these types of competitive advantage obsolete – companies are enjoying shorter and shorter periods of privileged differentiation.

In this volatile environment where instability is the norm, the last remaining source of truly sustainable competitive advantage lies, in stead, in organizational health – regardless of continuous shifts in the economy and in the competitive landscape.

Organizational health refers to the ensemble of human processes (leadership and management best practices) that are vital to organizational high performance – the unique ways in which workers interact with each other in order to reach organizational results.

Organizational health continues to be the only real source of competitive advantage because it is so uncommon (it is difficult to achieve, yet it is incredibly simple) and so powerful (you can excel in any industry).

This program gives your executives the specific leadership behaviors with the most impact they need to use, in order to build organizational high performance, and a truly sustainable competitive advantage.

- ✓ Learn leadership best practices – time-tested, robust, universal
- ✓ Discover what it is world-class companies are doing to stay at the top
- ✓ Get high impact practical ideas to align your entire organization
- ✓ Identify maximum influential levers for the success of your company

“Results oriented”

“Practical”

“Challenging”

“Content rich”

“Common sense”

“Refreshing”

“Honest”

“Engaging”

“Revealing”

THIS PROGRAM IS FOR MANAGERS AT ANY LEVEL ↩

MANAGERIAL DEXTERITY

Boost the Performance of your Executives

In this fast paced global market where work assignments are more and more complex, executives must possess the appropriate competence to manage the performance of their direct reports.

Yet, effective performance management is a challenge for any manager – even for seasoned executives.

Managers get paid to deliver results through the work of their employees – how they manage and lead them has a direct impact on the company's bottom line.

The role of the managers is not easy – it includes the whole thing from hiring the right talent, to retaining high performers, all the way to growing and promoting their best people – plus everything else in between:

<i>Newbridge Networks Corp.</i>	Building commitment, motivation, and drive to results-driven goals, guiding day-to-day clear and purposeful conversations, providing skillful feedback to close performance gaps, managing team conflict as a creative force, making always the best strategic decisions, etc.
<i>MOSAIC</i>	
<i>MDS NordionPharmaceutical</i>	Whether your organization is made up of a few dozen or a few thousand employees, your company is as good as the workforce it is made out of – there is a direct relationship between the quality of your employees and the quality of your organization.
<i>DIF</i>	
<i>Bank of Montreal</i>	How would your company be different if all your managers were better leaders?
<i>UNAM</i>	This program gives your managers practical performance management abilities to put to use immediately, to successfully guide the performance of their direct reports – in a way that is effective for their employees, for them as direct supervisors, and for your organization as a whole.
<i>Robert Bosch Corp.</i>	
<i>Gerza</i>	✓ Practical leadership skills for managers at any level
	✓ Performance management building blocks
<i>Latin American Council</i>	✓ Intrinsic and extrinsic motivation
	✓ Using conflict to create breakthrough ideas
	✓ The role of trust in building a cohesive team
<i>SEP</i>	✓ And more ...

⇒ José Luis presents both of these programs as interactive keynote addresses, half-day, and full day seminars – both in English and in Spanish.

Trident Enrichment Society

SARH

⇒ He will explore, understand, and clarify your needs in order to customize a powerful presentation that will have the most impact for your time frame – tailored specifically to your challenges, opportunities, and objectives.

St. Paul's Hospital

UAEM

⇒ And he will modify the title of his program to reflect your conference theme.

Canadian Red Cross Society

Inglewood Housing Corp

Arvand Investment Corp.

If you wish, José Luis will:

Glen Hospital

✓ Dialogue with the client (e.g., the executive who owns and sponsors the meeting, or the trade association executive director) to determine outcomes and José Luis' contribution to those outcomes.

MRH Partners

✓ Entertain additional conversations with intended audience members to survey their points of view, their challenges, and their areas of opportunity.

Toastmasters International

✓ Be easily accessible by telephone prior to the program.

Dunbar C Association

✓ Provide the master handout.

Minoru Spanish Group

✓ Write an article for the client's in-house magazine or newsletter to reinforce the learning.

Motorola

✓ Supply a periodical electronic newsletter for each audience member to reinforce the concepts of the program.

Delta Beta Sigma Phi

✓ Make available the electronic copy of the key points.

ITJ

✓ Debrief with the client in a post-session follow-up, to determine what else may be necessary (e.g., another copy of some of the visuals), what the reactions were, how well the objectives were met, etc.

Jewish Federation Vancouver

✓ Offer follow-up phone and/or email sessions (for selected key audience members, as part of the fee) to track and respond to real-world results.

GEG

⇒ All of José Luis' engagements are considered per diem, meaning that he will happily conduct an additional session (e.g., keynote plus concurrent) on the same day with no increase in fee.

Strathcona C Association