

Three Stimulating Workshops for Managers and Business Leaders



Based on the research and training experience of Dr. Bob Kent, noted author, management consultant and President of The Mansis Centre.

The perfect opportunity for personal development for any manager or executive.

Register now and reserve a seat → →

Register now to attend these down-to-earth, practical workshops. Learn skills and procedures you can immediately use on the job to increase your productivity and strengthen your business.

Register **Now**
For These Top Value Workshops

Title	Location	Date
1) The Principles of Managing People	→ <u>New York:</u>	April 17 8:30 am to noon
	→ <u>Chicago:</u>	April 19 8:30 am to noon
	→ <u>Toronto:</u>	April 24 8:30 am to noon
2) 25 Steps: How to Diagnose, Resolve and Prevent Performance Problems	→ <u>New York:</u>	April 17 1 pm to 4:30 pm
	→ <u>Chicago:</u>	April 19 1 pm to 4:30 pm
	→ <u>Toronto:</u>	April 24 1 pm to 4:30 pm
3) \$ecuring Your ROI in Organizational Change	→ <u>New York:</u>	April 18 8:30 am to noon
	→ <u>Chicago:</u>	April 20 8:30 am to noon
	→ <u>Toronto:</u>	April 25 8:30 am to noon

Fee: US\$225 per workshop (plus GST) payable on registration (cheque payable to Mansis, VISA and MasterCard accepted).

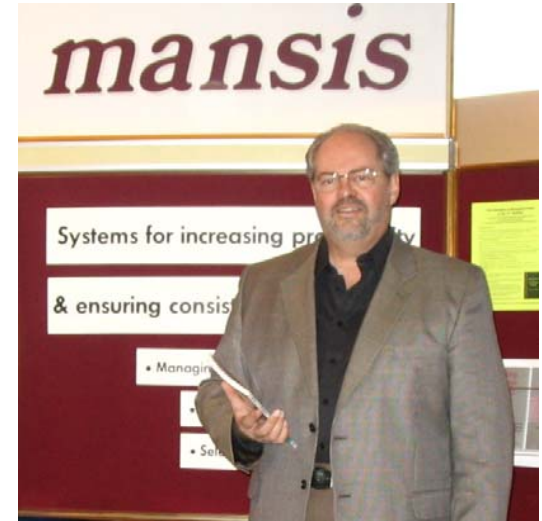
To Register:

Call toll free 1-888-445-7575 or email: registration@mansis.com

Registration Deadline:

10 days before scheduled presentation.

See our website: www.mansis.com



Workshop Leader: Dr. Robert H. (Bob) Kent

- ✓ Dr. Kent is a specialist in the management of small and medium-sized organizations. He frequently serves as a personal coach and management consultant to executives for solving their management and employee performance problems.
- ✓ Since 1972 he has lectured in management at several Canadian universities in the Faculties of Management, Administrative Studies, Medicine and Continuing Education where he was the first recipient of the University of Manitoba Teaching Award in Management Studies for excellence in teaching and professional expertise.
- ✓ Bob has degrees in Mathematics, Business Administration, Computer Science and a Ph.D. degree in Management / Organizational Behavior.
- ✓ He was President of the Institute of Certified Management Consultants of Manitoba and a Director of several national organizations including the Canadian Association of Management Consultants and the Canadian Association of Farm Advisors.
- ✓ Bob is a frequent speaker at seminars and conferences, and the author of over 125 published articles and several texts, videos and software applications on management, supervision, executive development and organizational change.
- ✓ As both an author and speaker, Bob is noted for his jargon-free, practical approach to management. Participants at workshops and conferences regularly praise Bob for both his humour, and his ability to clarify concepts and offer workable, field-tested solutions to everyday problems faced by organizational leaders and managers.

Spring 2007 Workshop Details >>>

1) The Principles of Managing People

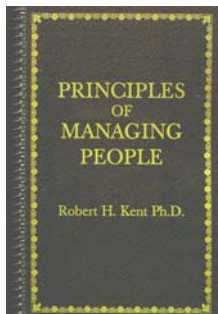
A seminar on the fundamentals that all managers need to manage people successfully.

What You Will Learn:

- ☑ Get ahead of the fashions and fads in management, and learn how to use the Principles of Managing People to guide your day-to-day activities to motivate, direct and manage your employees;
- ☑ Learn to make managing people easier, more effective and less stressful;
- ☑ Assess your company's human resource management practices and see if they are consistent with the Principles of Managing People;
- ☑ Learn practical advice for leading and managing employees — no annoying jargon.

Background:

- ◆ Bookstores overflow with a tide of texts, theories, and philosophies about managing people. It's all great stuff; some wisdom comes out of every publication.
- ◆ But there's just too much; the choice is overwhelming. What is needed is a practical synthesis of what has been learned, and pragmatic guidelines for the practice of managing people.
- ◆ After 30 years studying organization and management research, and helping thousands of managers get better performance from their people, Dr. Kent has identified a set of universal Principles that apply well in any organization to define the essence of what managing people is all about.



Every participant will receive a personal copy of the **NEW** "Principles of Managing People."

"Your new book is first-rate stuff! Your knack for taking the complicated and making it understandable and practical is a trait worth its weight in gold." Dr. Jerry Gray, Professor of Management, I.H. Asper School of Business, U. of Manitoba

2) 25 Steps:

How to Diagnose, Resolve and Prevent Performance Problems

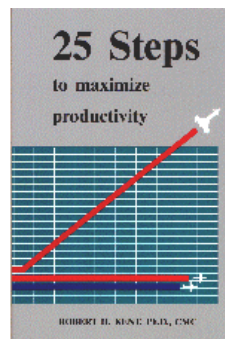
In only three hours learn **how to resolve and prevent** many of the problems you and your management team face when managing employee performance.

Mansis has developed a unique step-by-step management tool that gives you a simple way to accurately diagnose the causes of performance problems.

Background

Failure to confront and resolve an employee's unacceptable job performance is one of the most fundamental threats to any organization's morale and survival. Condoning even one employee's poor work is now costing your business thousands of dollars and more!

Based on the best-selling book **25 Steps to Maximize Productivity**, this workshop shows a simple, practical way to diagnose performance problems, implement the most effective solution, and eventually prevent the problem from recurring. This presentation will help supervisors and managers increase their confidence and ability to pinpoint and resolve those costly performance problems.



2 Decades of Research and Experience in a 3 Hour Program

25 Steps is the perfect opportunity to introduce supervisors and managers to the challenging world of people management. The concepts and ideas presented will save endless hours of frustration and prevent costly errors and mistakes.

Former workshop participants say:

- "I wish I had known this years ago!"
- "It all makes such good common sense! What a time saver!"
- "Managing people is so much clearer. Now I know what to do!"

Participants will receive their own copy of Dr. Kent's text **25 Steps to Maximize Productivity**.

"25 Steps is an invaluable management guide to diagnosing the causes of employee performance problems, and improving employee /employer relations. This book should be included in the personal library of every manager or supervisor." Prentice-Hall Canada

3) \$ecuring Your ROI in Organizational Change:

or -- Why New Management Initiatives are a Waste of Time and Money Unless They're Implemented Successfully

Efforts to introduce organizational changes (initiatives or new management practices) usually fail and the real cost is **executive credibility** and **employee morale**. Many new management concepts are solid, but most organizations don't know how to implement them. All that investment for no return! This 3 hour executive workshop shows organizational leaders what their businesses must do to implement and maintain new initiatives in their organizations.

Learn what executives must do to implement ORGANIZATIONAL CHANGE and make it stick.

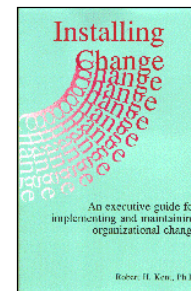
Workshop Topics Include:

- ✓ The critical relationship between implementing change and executive success
- ✓ The 17 barriers to successful organizational change
- ✓ The 20 critical activities for implementing and maintaining organizational change
- ✓ Tools to develop an action plan to implement organizational change
 - make implementing change easier
 - prevent organizational "slippage"
 - reduce the cost of failure
 - save management time
 - reduce frustration
 - increase morale and productivity
 - improve management credibility

Who Should Attend:

This 3 hour workshop is designed for senior managers and executives who are responsible for developing and implementing initiatives and change into their organizations — ranging from new programs and projects to changes in the organizational culture.

Participants receive their own copy of Dr. Kent's text **Installing Change**.



"As a person who has been involved in managing change for much of my career, I find that this book provides an excellent overview of the approach, process and discipline required to effect changes. I would not hesitate to recommend **Installing Change** to any executive." Pierre J. Jeannot, Former President, Air Canada