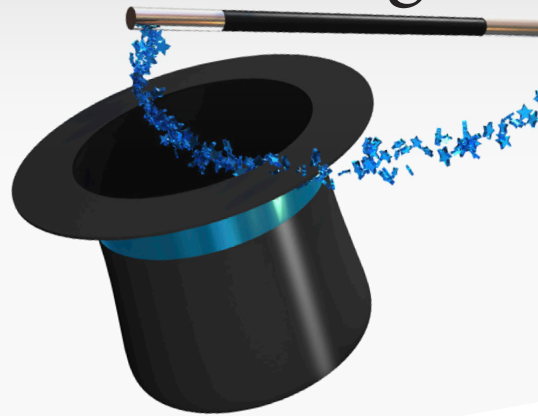


Successful Leadership Skills
are not magic.



But if you learn them...
you can change your job into a career.



Learn the Critical Leadership & Management Skills To Take Your Job to that Next Level.

Foundations of Leadership Excellence Course

Who

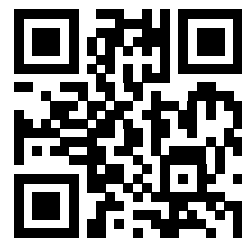
Foundations of Leadership Excellence is a course focused on the fundamentals of leadership & management skills for **emerging leaders**, **high-potentials**, and **area operating managers** and other **technical professionals**.

What

Participants will develop personal leadership skills through the use of influence. They will learn to impact organizations from a 360 degree perspective and how to address the challenges of team building, accountability, performance management and other critical factors of organizational success.

Where

**University of Memphis
Memphis, TN
February 28-March 1, 2012**



www.tappi.org/12lead



Building Leadership Excellence

THE UNIVERSITY OF
MEMPHIS

Foundations of Leadership Excellence | A TAPPI/University of Memphis Sponsored Workshop

Course Learning Outcomes:

1. Developing a personal leadership approach driven by leveraging influence rather than authority.
2. Building relationship versatility by understanding the implications of personality style on communications and trust building
3. Improve and solidify business skills to drive business acumen, and instill importance of innovation, service and quality
4. Improve skills for managing for performance (prioritizing work, delegation, accountability, coaching)
5. Developing effective teams
6. Facilitate business change while maintaining performance and productivity
7. Develop and apply effective negotiation and decision making skills

Course Curriculum:

- Leadership Style Assessment
- Throughout the program we will provide coaching regarding leadership style
- Intro to Personal Leadership
 - Personal styles, trust & communication
 - Developing influence
 - Leading Across Organizations
 - Leading Down
 - Leading Up
- Managing Performance
- Team Performance
- Negotiation & Decision Making Strategies
- Facilitating Business Change
- Personal leadership action planning for each participant

Course length: Three (3) Days

Foundations of Leadership Excellence Course

A TAPPI/University of Memphis Sponsored Workshop

Course Faculty

Steve Farmer

Partner

Genesis Performance Partners, LLC

Mr. Farmer is a 35 year Paper Industry professional, having worked in a variety of positions in manufacturing, customer service, logistics, and transportation. He most recently was Manager of Logistics for the Containerboard Division of International Paper, a major platform business of this \$27 billion multinational company.

Steve has extensive experience in all phases of the process of servicing customers in a cost effective manner and has been a key leader in developing and implementing total cost of ownership strategies that significantly improved customer service and reduced delivered cost. He has successfully led large organizations in the integration of customers, employees, and process to reduce cost to serve.

Steve is an engineering graduate of Auburn University (BSIE).



Ron Bridges

Partner

Genesis Performance Partners, LLC

Mr. Bridges is an executive coach and employee relations consultant with 30 years experience in executive Human Resources and leadership positions. He was Global Director, Employee and Labor Relations, for International Paper, a \$27 billion multinational forest products company.

Ron has extensive experience in labor and employee relations. He led in the strategy development and successful negotiations of International Paper's first Master Labor Agreements with the USW representing 46 facilities and 13,000 employees. In 2008, he developed the labor and union free integration strategy for an acquired company with 42 union and 50 union free facilities with 14,000 employees.

Ron has a bachelor's degree from Park College and is a Certified Senior Professional in Human Resources.



Fred Ellrich Ed.D., MBA

Instructor

The University of Memphis

Dr. Ellrich designs and delivers seminars in leadership and related topics for the Department of Professional & Executive Education and is also an adjunct faculty member in the Department of Management. In addition, he develops courses and teaches for the Regents Online Degree Program, a statewide learning collaborative. He has a doctorate in organizational learning & leadership from the University of Memphis, an MBA from Gannon University and a BS in Psychology from the Pennsylvania State University. In 2004, Fred had the rare opportunity to facilitate a leadership development program for government employees in Kabul, Afghanistan.

Fred spent more than 30 years in the forest products industry in a variety of IT, marketing, customer service, and project management assignments.

