

TRAFTON CONSULTING GROUP
LEADERSHIP AND MANAGEMENT
WORKSHOP SCHEDULE
2016



Own Your Own Destiny!

(Develop the leadership skills and competencies that yield results)

Hello Leaders and *Future Leaders*!

It's my pleasure to share with you Trafton International Consulting Group's upcoming leadership and management development workshop schedule for 2016. These trainings and workshops are designed to initiate and sustain the transformation leaders and aspiring leaders need to become a more effective leader. Whether you are a long-time executive, mid-level manager, or an aspiring leader, our expert presenters will provide detailed instruction to help you on your leadership journey.

Courses include:

- Authentic Leadership Development (ALD)
- Leadership Coaching Skills for Managers (LCSM)
- Leadership and Great Organizational Culture (LGOC)
- Effective Leadership and Life Balance (EFLB)

If you are looking to transform your views and expand your natural capacity for leadership, our leadership and management workshops will empower you with the skills and mindset you need to succeed. Each subject will be taught by an expert in their field and will provide practical tools, as well as opportunities for interactive learning. You will acquire new insights on your leadership abilities that will provide you with greater confidence when faced with challenges in the work place.

I look forward to seeing you or your staff at our upcoming leadership and management training sessions near you. Please feel free to contact me at (253) 590-3411 or sol@trafton-group.com if you have any questions. Attached you will find a copy of our 2016 workshop schedule. Please help me to distribute this information to your staff, friends and associates. Thank you for your support.

Yours truly,



Solomon M. Uwadiae

Solomon M. Uwadiae, Ph.D.
President / CEO

2016 One Day Training and Workshop Schedule

Date	Workshop Title	Location	Cost
1/28/2016	Effective Leadership and Life Balance	Olympia	\$299
2/25/2016	Leadership Coaching Skills for Managers	Kent	\$199
3/31/2016	Authentic Leadership Development	Olympia	\$249
4/28/ 2016	Leadership and Great Organizational Culture	Kent	\$249
5/31/2016	Leadership Coaching Skills for Managers	Olympia	\$199
6/30/ 2016	Authentic Leadership Development	Olympia	\$249
7/28/2016	Leadership Coaching Skills for Managers	Olympia	\$199
8/31/ 2016	Leadership and Great Organizational Culture	Kent	\$249
9/29/2016	Authentic Leadership Development	Olympia	\$249
10/27/2016	Leadership Coaching Skills for Managers	Kent	\$199
11/30/2016	Effective Leadership and Life Balance	Olympia	\$299
12/29/2016	Leadership Coaching Skills for Managers	Kent	\$199

WHO SHOULD ATTEND

- Executives / Program Directors
- Program Managers / Supervisors / Lead
- Strategic Planners / Management Experts
- Human Resource Practitioners
- Aspiring / Future Managers and Supervisors
- Future Supervisors / Managers

BENEFITS OF ATTENDING OUR TRAINING AND WORKSHOPS

- You will transform your view of what is possible for you as part of your organization and expand your natural capacity for leadership.
- You will be effective in communicating with others and be enabled to express yourself, your thinking and your ideas.
- You will challenge conventional perspective, decision-making patterns, develop new tools, and even learn new use of language, resulting in significant increases in organizational efficiencies and effectiveness.
- You will expand your ability to work with others in a way that elicits co-operation, the spirit of partnership, and committed action.

COURSES OUTLINE OVERVIEW:

Authentic Leadership Development (ALD):

“Becoming A More Effective Leader that Inspires, Influences, and Achieve Results”

Description:

This workshop is designed to help leaders understand how authenticity and leadership effectiveness are related. In addition, it will demonstrate how authentic leaders can bring people together towards a shared purpose, empower them to step up and lead authentically in order to create value for all stakeholders.

Learning Objectives/Key Take-Aways:

- Understand the impact of your life story in relation to your leadership journey.
- Understand the importance of developing self-awareness and emotional controls.
- Understand how to align people around a common purpose that inspires peak performance.
- Understand how to practice solid values – that people know precisely what is expected of them.
- Understand what it means to lead with your heart as well as your head.
- Understand how to establish connected and enduring relationships.
- Understand how to demonstrate high level of self-discipline and produce results.
- Understand how to balance your leadership effectiveness and your personal life.

Advanced Authentic Leadership Development (AALD): “How To Become A More Self-Aware and Genuine Leader Creating a More Authentic Workplace”

Description:

This workshop is designed to help leaders understand more in-depth analysis of their leadership beliefs, behaviors, culture, and organizational systems. In addition, it will provide practical hands-on exercises on how to be a conscious leader by using situational analysis framework to address very complex organizational issues.

Learning Objectives/Key Take-Aways:

- Understand the impact of your life story in relation to your leadership experiences at home with your parents, siblings and family members,; mentors and friends; and in school, in sports, in your community, and at work.
- Understand the importance of developing self-awareness and emotional controls by discovering: Your strengths, managing your weaknesses, identifying your personal values, developing a strong connection between your values and your behavior, and building relationships with a diverse group of friends and associates
- Understand how to be a conscious leader by making your unconscious behaviors and organizational culture becomes more conscious and transparent for change.
- Understand how to balance your leadership effectiveness and your personal life.

Leadership and Great Organizational Culture: Why Leadership, Organizational Culture & Inclusion Matters”

Description:

This workshop is designed to help leaders understand how they can describe their organizational culture (beliefs, principles, ideologies and values), and how leadership is related to the organizational culture. In addition it will look at how leaders in their own way can influence and enhance the positive direction of organizational culture.

Learning Objectives/Key Take-Aways:

- Understand how positive organizational culture can improve employee morale, foster high performance, and increase productivity of a business enterprise.
- Understand how the right culture can ensure that even those employees who might not get along outside of work can still respect and work effectively with one another.
- Understand how strong organizational culture can foster full employee engagement and eliminate silos.
- Understand how to identify applicable steps to eliminate negative behaviors and promote core values that can move the organization forward.
- Understand how leaders can provide values for their customers and manage the organization's reputation (branding).
- Understand and recognize the benefits of leading organizational cultural change.
- Understand how leaders can foster and promote a learning and respectful workplace.

Effective Leadership and Life Balance**Becoming A Better Leader and Also Have A Balanced Personal Life Style****Description:**

The workshop is designed to help leaders become better and more effective leaders both at work and at home. In addition, show how to maintain a healthy work-life balance through deliberate wellness activities.

Learning Objectives/Key Take-Aways:

- Understand what work-life balance means and how it can impact personal well-being.
- Understand how leaders can live in alignment with their personal priorities to include family, health, and happiness.

- Understand how busy leaders can manage their time better and gain more control of their calendar and accomplish significant results.
- Understand how your physical, emotional, and spiritual balance can enhance high performance and productivity.

Leadership Coaching Skills for Managers

Description:

The workshop is designed to help leaders and managers become more effective in demonstrating authentic, committed and responsible relationships within his/her staff and the organization as a whole. The workshop will also provide participants the opportunity to learn key principles and practices of effective coaching skills with substantial positive long-term impact on your workplace.

Learning Objectives/Key Take-Aways:

- Understand how to develop a coaching approach and style of influence encouragement.
- Understand how managers can take responsibility in developing his/her people and their potential capacity.
- Understand how leadership coaching can enable you to become more effective as a leader/manager.
- Understand how coaching skills can enhance managers to be more result-focused managers.
- Understand how managers can coach others to achieve the desired outcomes that are critical to the organizational business ' success.

Trafton International Consulting Group, LLC

Workshop Registration Form

Name: _____

Company: _____

Address: _____

City: _____ State: _____ Zip _____

E-Mail: _____ Tel: _____

Workshop Topic: _____

Date: _____ Cost/Person: _____

Number of Registrants: _____

Total Amount: _____

Payment: _____ Check (Payable to Trafton International Consulting Group)

_____ Visa _____ Master Card

Act #: _____ Expiration Date: ____/____/____

Security Code: ____ ____ ____ Credit Card Billing Address Zip Code: _____

To Register:

Mail: Print, complete the registration form and mail it to:

Trafton International Consulting Group, LLC, 817 Madison Street, Seattle WA 98104

Scan: Scan registration Form and e-mail to: sol@trafton-group.com or

Call (253) 590-3411 to register. For more information: go to www.trafton-group.com

Cancellation/Refund Policy: All cancellation and request for refund must be made in writing and subject to \$50 administrative fee. No refund for cancellation notice received two days before the scheduled workshop.

Our Team Presenters/Facilitators:

Solomon M. Uwadiale, Ph.D.

President / CEO, Trafton International Consulting Group

Dr. Solomon Uwadiale is an author, executive coach, consultant, facilitator, speaker and President of Trafton International Consulting Group, a company specializes in helping individuals and businesses achieve performance excellence through organizational assessment, consultation, coaching and training. He has provided coaching and consulting services to several organizations to include private and public sectors domestically and internationally. He has worked for the State of Washington for more than 25 years holding various leadership positions to include executive outreach manager, coach and executive leadership development consultant.

Solomon is an author and best seller of couple of books: **“Opportunity Created By Customer Complaints”** using Nordstrom, the Boeing Company and Microsoft as case study; **“The 25 Rules of Engagement”** and **“Public Leadership”**...taking critical in-depth look at leadership challenges and triumphs, particularly in the public service realm. Among the public officials Solomon interviewed for this book include Governor Christine Gregoire, former Governor Gary Locke and former U.S. Ambassador to China, King County Executive Ron Sims, Pierce County Executives John Ladenburg, Tacoma City Manager Eric Anderson, Washington State Auditor Brian Sontag, Washington State Secretary of State Sam Reed, University of Washington President Dr. Mark Emmert, United States Congressman Norm Dicks, and many more.

Solomon is very involved in his community and has served on numerous committees and boards to include mayoral appointee, chair of the Tacoma Human Right Commission and chair of the Tacoma Police Accountability work group. He received awards for helping to establish two important city ordinances (the Police Accountability Ordinance and Sexual Orientation Ordinance) while serving as Chair of the City of Tacoma Human Rights Commission. For relaxation, Solomon love to cook delicious cuisines for family and friends.

Lonnie Lusardo

Principal Consultant, Diversity Collaborative

Lonnie Lusardo is owner of and Principal Consultant for The Diversity Collaborative, a veteran owned business that specializes in Cultural Competency Training and Strategic Diversity Management for governments and corporations.

Lonnie works with organizations across the United States. Past and present clients include the Boeing Company, AirTouch Cellular, Verizon Wireless, Fred Hutchinson Cancer Research Center, Puget Sound Education Service District, City of Seattle, and many school districts, colleges and universities in Washington State. He is a popular speaker at regional, national, and international

conferences and training events. Lonnie is Founder and currently Co-Chair of Out In Front (a program for LGBT), principal founder and former co-chair of Seattle Race Conference.

In 1997-98, Lonnie conducted a research project in South Africa to determine the affects of the shift from apartheid to democracy which included interviews with leaders such former Archbishop Desmond Tutu and corporate officials. The project resulted in the development of Cross-Cultural Mediation as a way to resolve racial and other cultural differences, as well as improved techniques for Cultural Competency Training in American organizations.

In 2003, Lonnie was profiled in the **book “White Men Challenging Racism: 35 Personal Stories”** published by Duke University Press. He is currently writing his own book, profiles of women and men who have defected from the hate movement to become advocates against racism, anti-Semitism, and homophobia. He has received numerous awards to include the **Edward E. Carlson Outstanding Alumnus** and the **Thomas C. Wales Foundation Passionate Citizen Award**.

Christopher Gilbert, Ph.D. **President, GlobalEdge Solution**

Dr. Gilbert is a business conduct and sustainability specialist currently serving as consultant to the Bill and Melinda Gates Foundation. His current projects include a groundbreaking sustainability initiative for agribusiness entrepreneurs across four nations in Sub-Saharan Africa and development of business conduct and global community responsibility programs for Fortune 500 companies through his firm, Global Edge Solutions.

Over 23 years of academic experience, Dr. Gilbert has served as Provost at Bainbridge Graduate Institute in Seattle and international business faculty at universities in China, Switzerland, and the Russian Republic and domestically at the University of Washington, Tacoma and The Evergreen State College. He also pioneered the Center for Ethical Development at Tacoma Community College. He is currently serving a three-year appointment on the Pierce County Ethics Commission.

Dr. Gilbert has been an ethics and sustainable business practices motivational speaker at a host of EU, Asian, African and US Conferences since the early 90's. His new book, *There's No Right Way to Do the Wrong Thing* is slated for publication in spring of 2014.

And, in the remaining five minutes of his spare time he thinks about sailing his sloop on Puget Sound and Canadian waters.

Skip Rowland, Ph.D. **Principal Consultant, Banner Cross, Inc.,**

Dr. Skip Rowland is the principal Consultant at Banner Cross Inc., a leadership, management and human development company. Skip has served as Executive Director of the Urban Enterprise Center of the Greater Seattle Chamber of Commerce. While at the center he leveraged the resources of The Greater Seattle Chamber of Commerce to promote Multicultural Marketing, International and Cross-Cultural

Business Development in Puget Sound Region. Skip has also served as an adjunct Professor at Seattle Pacific and Gonzaga Universities and a Lecturer at the University of Washington.

He is a business owner with 35 years experience in leadership, management and organizational development and has held positions of leadership in both the public and private sectors. Skip has served on numerous boards and commissions in Puget Sound Region. Skip is the author of **The Entrepreneurial Mindset: A Guide to Unlimited Organizational Innovation**; **The C.A.R.E. Package Learning System**, a Transformational Leadership Model, and articles and presentations on coaching and mentoring, business leadership, and organizational and management development.

Nathan Navarro, MBA **The Boeing Company**

Nathan Navarro is a program leader who currently works for The Boeing Company, University of Washington and Everett Community College. He has supported the C-17, KC-10, KC-135 & C-130 military programs in San Antonio, Texas. Currently, Nathan supports all Boeing Commercial Aviation manufacturing programs throughout the Puget Sound. He serves as a process improvement consultant and senior specialist.

Nathan also collaborates with executive leaders, managers, customers, individuals, and employee work teams to identify performance improvement opportunities. He executes Lean Six Sigma tools to eliminate wasteful processes. As a result of using the Lean Six Sigma methodology, **Nathan has saved The Boeing Company over 25 Million dollars in cost avoidances.**

Although Nathan is busy planning and implementing process improvement programs throughout BCA, he still finds time to teach Effective Team Building, Workshop Facilitation and Conflict Management courses for the Boeing Company. Moreover, Nathan teaches High Performance Management for Everett Community College as well as Lean Six Sigma Green Belt and Black Belt courses for the University of Washington Tacoma. He is a certified Six Sigma Black Belt and Green Belt.

Anita Paige, Senior Vice President **Edge Global Advisors**

Anita Paige is Senior Vice President at EDGE Global Advisors. Anita is an accomplished strategist, thought leader, and change agent. Her ability to cast a story and capture her audience brings clarity and action from all those around her. Anita is intentional about helping her clients achieve a desired outcome and identify bottom line impact as a direct result.