

# Leadership Transition: Developing New Organizational Capabilities

Dates **July 17-19, 2012**  
**Begins Tuesday, 9pm**  
**Ends Thursday, 5pm**

Fee **\$1,750\***  
**GISC Members: \$1,700**

CE hours **21**

Faculty **Bridget Farrands**

Location **New York, NY**

*\*Multi-person discount available when two or more people attend from the same organization.*



Based on extensive research published in Bridget Farrands's book, Lost in Transition: How Business Leaders Can Successfully Take Charge in New Roles, this program will focus on the personal, business and organizational issues leaders need to master as they take on a new role.

What can be done to enable successful transitions into and out of leadership roles? How do leaders promoted into senior roles step up and take charge? How do senior executives manage their transitions out? And when people join the organization, how do you enable them to arrive well, survive the early weeks and quickly thrive in their new role?

The demands of this economy require a level of alertness and adaptability which stretches the attention of most leaders, making it difficult to be purposeful about transition. Yet the pace and scale of change in many sectors is asking managers not only to bring specialist, functional skills to a new leadership role, but also a new range of change skills: those of being able to transition effectively and successfully in shorter and shorter periods of time. This applies also to the selection and leadership of new teams, where the transition demands become more complex and demanding.

Participants will learn about the individual and team issues that typically are faced by leaders in new positions. In this seminar, the faculty will work with participants on the capabilities that support successful transitions, as well as the organizational dynamics that greet new leaders. How do new leaders get their 'feet under the desk' so that they are alert to the organization's needs and their own leadership impact?

The seminar will also address the organizational and personal dilemmas that outgoing executive leaders wrestle with through a transition. These include embracing a legacy while purposefully making space for new leadership, and the experience of greater personal freedom along with diminished power and authority. This is a hands-on, practical workshop: using a range of cases, tools, frameworks and personal experience, participants will apply the capabilities of transition to their own individual and organizational settings. They will leave with a better understanding of how transitions can be used as a period of rewarding personal learning, as well as how leaders can enable new arrivals in their teams/organization to arrive, survive and thrive.

## Benefits

Participants will:

- Learn to recognize the three key stages of transition.
- Be able to recognize the eight key "tensions" active in transition and then balance these to best effect.
- Determine how to choose one of four essential management styles, depending on the situation.
- Strategically plan transitions taking all of these into account.
- Have extensive opportunity for practice.

## Participants

This program is designed primarily for leaders in or approaching transition, but will also accommodate a limited number of consultants with roles in supporting senior leader transitions.

ICF certification for continuing education credit pending at the time of publication. Please visit our website to confirm certification.

# Registration Form

Name: \_\_\_\_\_ Male:  Female:

Company Name: \_\_\_\_\_ Position: \_\_\_\_\_

Preferred Mailing Address - Work  / Home : \_\_\_\_\_

City/State/Province/Postal Code/Country: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Current Profession (please check all that apply):

Coach  Consultant/OD  Leader/Executive  Psychotherapist  Nonprofit  Other  \_\_\_\_\_

Professional Affiliations/Associations:

ICF (Int'l Coach Federation)  OD Network  APA  Other (please specify)  \_\_\_\_\_

How did you hear about this program? \_\_\_\_\_

If by referral, from whom? \_\_\_\_\_

**Please register me for:**

<b>Program Title</b>	<b>Date</b>	<b>Fee</b>
_____	_____	_____
_____	_____	_____

I am a GISC Member:  I would like to join GISC:  \$125/year

**Total:** \_\_\_\_\_

Invoice my organization:  \_\_\_\_\_

I have enclosed a check or money order payable to GISC (US funds only):

Charge my: Visa  Mastercard  American Express

Name as it appears on card: \_\_\_\_\_

Account Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Signature: \_\_\_\_\_

**Cancellation Policy:** Refunds are available up to 21 days prior to a program, less a \$35 administration fee. When cancellation is made with a notice of 20 days or less, tuition will not be refunded, but may be applied to a future program within 2 calendar years.

Mail or fax along with your payment to:  
**GISC, PO Box 515, South Wellfleet, MA 02663-0515, USA**

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