



International Society for Performance Improvement Arizona Chapter

[Thanks to our new host: Jobing.com!](http://Jobing.com/)

Celebrating a Quarter Century of Performance

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Our Mission:

AZISPI is dedicated to improving the performance of every organization in the State of Arizona through the practice of Human Performance Technology (HPT).

Principles of HPT:

- ✓ Focus on Outcomes
- ✓ Take a Systems View
- ✓ Adds Value
- ✓ Work in Partnership
- ✓ Be Systematic in:
 - Needs Analysis
 - Cause Analysis
 - Design
 - Development
 - Implementation
 - Evaluation

Improving Productivity by Managing Innovation

This is a not to be missed meeting!

Facilitated by: Dr. Tom Ollerman

Organizations consistently say they want innovation and creativity but are generally poor at fostering it. Managing innovative employees takes a special set of skills. In this highly interactive program, we'll:

- Differentiate creativity and innovation
- Develop guidelines and tips for managing innovative thinkers
- Learn some guidelines and tips for managing innovative personnel
- Apply the principles of "Mental Diversity" to assessing employees and assignments to team projects
- Develop individual, team and financial reward systems to reinforce innovative problem solving

About the presenter: As a licensed psychologist for over 30 years as now a corporate consultant, Dr. Ollerman has changed direction in his own career to increase his own personal "satisfaction" and "productivity".

He is president of INNOVA, Inc, an international consulting firm assisting companies in their search for "Innovative Thinkers" within their own organizations and then applying management and leadership principles that increase their productivity. He has also formed the Institute for Collaborative Alliances, ICA, specializing in "cultural audits" for American firms wishing to create successful mergers, acquisitions, and alliances (the current failure rate is consistently 70 -83 percent) with foreign owned corporations.

DATE: Wednesday, January 9, 2008

TIME: 5:30 – 6:00 p.m. Light Refreshments
6:00 – 7:30 p.m. Program

COST: Free for members, \$10 non-members

RSVP: Jim Brown at President@AZISPI.ORG

NEW LOCATION: Jobing.com: 4747 North 22nd St., Phx, 85016

From the South: 51 North to Highland Ave; right on Highland Ave.; left on 22nd St; 2nd drive on the right (Anchor II Bldg).

From the North: 51 South exit to Colter St.; Left on Colter St. (which becomes Camelback). Left on Camelback Rd.; Right on 22ND ST.; On the left in the Anchor II Bldg.