



International Society for Performance Improvement

Arizona Chapter

Presents

Contact Us:

AZ ISPI
PO Box 5395
Good Year, AZ 85338

The Executive Board:

President
Jim Brown, CPT
President@AZISPI.org

VP of Communications
CommunicationsVP@AZISPI.org

VP of Community Relations
Pamela Roe Ehlers
CommunityRelationsVP@AZISPI.org

VP of Finance
Keith Bearup
FinanceVP@AZISPI.org

VP of Programming
ProgramsVP@AZISPI.org

VP of Marketing/Webmaster
Theresa Moore
MarketingVP@AZISPI.org

VP of Membership
Barbara Nixon
MembershipVP@AZISPI.org

VP of Special Events
SpecialEvents@AZISPI.org

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

Building a High Performance Executive Team for Team Oriented Cultures

Facilitated by: **Tom Ollerman, Ph.D.**

We will explore a model for developing a High Performance Executive team for team oriented cultures. The model can be applied to a start up or a company already committed to a team management system. This is a 7 step model including measurements on the following:

- Orientation - Why am I here?
- Trust building - Who are you?
- Goal/role clarification - What am I doing?
- Commitment - How will we do it?
- Implementation - Who does WHAT, WHEN and WHERE?
- High Performance - The WOW of business?
- Renewal - Why continue?

Tom will also demonstrate some the methods he uses to measure steps within the model.

About the Presenter: Dr. Ollerman is President of INNOVA, Inc., an international consulting firm specializing in corporate innovation and creative problem solving. He founded the Institute for Collaborative Alliances which addresses America's role in global mergers, acquisitions and business alliances.

DATE: Wednesday, March 4, 2009

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

LOCATION: Jobing.com, 4747 North 22nd St., Phoenix, AZ 85016, 2nd floor, Community Room

Directions: **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.