

Building Courage to Power Business Performance & Potential

30 June 2006
The Institute of Directors
116 Pall Mall
London SY1Y 5ED

CHANGE... Competition. Customer Expectations. Stringent Regulations. Evolving Technology. Continuous Re-structuring. Aggressive Goals. These aspects of business create pressure, conflict, ambiguity and require a high level of COURAGE to succeed. Leadership programmes and resources are abundant, mainly relevant and useful, but rarely applied and sustained in pressurised environments. Two key constituents are required: the COURAGE to change, and the processes that will equip business leaders to act COURAGEOUSLY. Is your business ready for these challenges?

Pilat HR Solutions and The Courage Institute have joined forces to provide you with the tools and techniques required to build the courage to power performance through effective talent and performance management processes and supporting technology. This unique seminar will show you how to ennoble individuals and teams to work through contentious issues and execute change expeditiously and profitably.

The Courage Institute

Knowledge, skill and understanding are powerless without the COURAGE to take the risk and put it into practice. Attending this event will equip you to assess your leaders against the 5 COURAGE factors, key to maximising learning and mobilising teams to achieve.

- **CANDOUR**
The courage to speak and hear the truth
- **PURPOSE**
The courage to pursue lofty and audacious goals
- **WILL**
The courage to inspire hope, spirit and promise
- **RIGOUR**
The courage to invent better protocols and instil the discipline to make them 'stick'
- **RISK**
The courage to empower, entrust and invest in relationships

Free Book
**The Courage to Act
5 Factors of Courage to Transform
Business**

Pilat HR Solutions

You will be given the opportunity to see case study examples of how organisations are using technology to achieve traction of learning in the work place.

- Empowering each employee to focus their performance, develop themselves and achieve their aspirations
- Enabling managers to 'lead', not just 'manage'
- Equipping HR with the intelligence and information to minimise business risk and maximise people potential
- Embedding a learning organisation
- Engaging processes that drive achievement

A mere 1% performance improvement from 1000 employees, contributing £50,000 each to the organisation, would add half a million to the bottom line

AGENDA

9.00am Introductions & Refreshments

9:30am Building Business Courage

Merom Klein (PhD), Founder of The Courage Institute, will describe the 5 Courage Factors that equip teams to power peak potential and develop performance-management methodology. This will provide the team with the strength to face tough issues, leap over technical hurdles, tap diversity and deal with the ambiguity in ad-hoc project team structures.

Attendees will receive a complimentary copy of Dr Klein's book, **The Courage to Act** book, which shows you how to assess and raise the courage of teams that you need to mobilise to execute change in HR systems and performance management.

11.00am Break for Refreshments & Questions

11:30am Performance Delivered Through Technology

Roger Edwards (MCIPD, IOD), Client Relationship Director of Pilat Europe Ltd, has 20 years experience in Human Resources & Development, working in blue-chip organisations such as GEC, Ford Motor, Macarthy plc and Glaxo.

Roger will be focussing on the introduction of the new Pilat **Coaching and Development Management Model**, demonstrating how organisations are using this technology to drive successful business performance.

1.00pm Close & Questions